

City of Batavia Employee Benefits Summary

11 Paid Holidays

- New Year's Day
- Civil Rights Day
- Spring Holiday
- Memorial Day
- Independence Day
- Labor Day
- Veterans' Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve
- Christmas Day

Paid Days Off

- 1 Personal Day
- Paid Vacation:
 - 2 weeks after 1 year
(1 week available after 6 months)
 - 3 weeks after 5 years
 - 4 weeks after 12 years
 - 5 weeks after 20 years
- 12 Sick Days: accruable, up to 40% paid at retirement
- Maximum of 5 days bereavement leave

Insurance

Medical

Employee Cost (all plans, per paycheck):

- \$54.16- single coverage
- \$118.04 - single plus one coverage
- \$227.34- family coverage

	PPO	All Others
Coverage:	90%	70%
Co-Pay:	\$20.00	\$20.00
Deductible:	\$300 single \$900 family	\$300 single \$900 family

Dental

\$50 individual, \$150 family deductible per year, 100% coverage for preventative services, 80/20 of restorative and 50/50 major services

Vision

Annual Exam-\$10 copay, Frames-\$140 allowance, once every 24 months, Contacts-\$155 allowance, once every 12 months

Life

No cost to employee, one times annual salary (employee only)
Optional Group Term Plan

Prescription Drug Plan

100% coverage, \$10 co-pay for generic, \$20 for formulary, \$40 for non-formulary

Other Benefits

Illinois Municipal Retirement Fund Pension Plan (4.5% Employee Contribution, 13.53% City Contribution)

Milestone Reward Program

Optional ICMA Deferred Compensation Plan

Vision Statement of the City of Batavia, Illinois

Batavia is a Community that...

Engages its citizens in a spirit of volunteerism and participation. The City of Batavia is the people who live there. Therefore, it is crucial to engage the ideas, energy, involvement and perspectives of its citizens in order to build toward the future.

Is self-sufficient. People can work, live and recreate here and yet are also connected to the outside world. Self-sufficiency involves creating the jobs, businesses, housing, schools, cultural and recreation opportunities to allow people to meet their needs here in their own City.

Provides quality, reliable and affordable city services. Citizens of Batavia benefit from high-quality services of police, fire protection, street planning/ maintenance, and utilities that allow them to live in a safe, convenient community. These services are provided in the most cost-effective, responsive way possible.

Preserves a strong relationship with the natural environment. Batavia provides a balance of city amenities and abundant open spaces and natural areas, and considers the environmental implications of its actions.

Fosters a small-town atmosphere of friendliness and caring. With a vital downtown, historical homes and neighborhoods, ease of pedestrian access and spirit of welcome for its diverse population, Batavia creates a balance of small-town warmth and managed growth.