

Vision Statement

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.

The benefits described in this brochure are the benefits applicable to all full-time City employees who are not represented by collective bargaining units. While most benefits enjoyed by those units are the same, and maintaining equal benefits across the City is a strong value, from time to time there may be variances under individual agreements.

City of Batavia

100 North Island Ave.
Batavia, IL 60510
Phone: 630-454-2000
www.cityofbatavia.net

City of Batavia

Employee Benefits Summary



City of Energy

Tel: 630-454-2000

www.cityofbatavia.net

City of Batavia Benefits Summary



11 Paid Holidays

New Year's Day
 Martin Luther King Day
 Spring Holiday
 Memorial Day
 July 4th
 Labor Day
 Veterans Day
 Thanksgiving Day
 Day after Thanksgiving Day
 Christmas Eve
 Christmas Day

Paid Days Off

1 Personal Day

Paid Vacation: After 30 days receive a prorata calculation of vacation from date of hire to the last day of the year.

12 Sick Days: accruable, up to 40% paid at retirement

Maximum of 5 days bereavement leave



Insurance

Medical

Employee Cost (all plans, per paycheck):

HMO Medical:
 \$46.08—single coverage
 \$107.52—single plus one coverage
 \$199.99—family coverage

PPO Medical:
 \$60.61—single Coverage
 \$139.88—single plus one coverage
 \$255.61—family

Dental Only:
 \$1.95—single coverage
 \$4.23—single plus one coverage
 \$8.39—family

Vision Only:
 \$0.39—single coverage
 \$0.86—single plus one coverage
 \$1.68—family

	<u>HMO</u>	<u>All Others</u>
Coverage:	100% In Network	N/A
Co-Pay:	\$20.00	\$40.00
Deductible:	N/A	N/A
	<u>PPO</u>	<u>All Others</u>
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% of restorative services, 50% major services

Vision

Eyemed Vision Plan- \$10.00 co-pay in network vision exam. Benefit towards cost of glasses and contacts

Life

No cost to employee, 1X employee annual salary coverage (employee only)

Optional Group Term Plan

Prescription Drug Plan

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

- Flexible Spending Accounts
- Illinois Municipal Retirement Fund Pension Plan (4.5% Employee Contribution, Annually Adjusted City Contribution)
- Optional ICMA Deferred Compensation Plan
- Optional Allstate supplemental insurance
- Optional Term Life Insurance
- Employee Recognition Activities
- Milestone Reward Program
- Employee Assistance Program

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