

Warren-Newport Public Library District **Staff Manual**

301 Employee Benefits

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Eligible employees of the Warren-Newport Public Library District are provided a wide range of benefits. A number of the programs such as Social Security, workers' compensation, state disability, and unemployment insurance, cover all employees in the manner prescribed by law.

Benefits eligibility is dependent upon a variety of factors, including employee classification. Employees are informed of their eligibility upon hire and when there is change in employee classification. Details of these programs can be found elsewhere in the employee manual.

The following benefit programs are available to eligible employees:

Employee Benefits

- Deferred Compensation Plan (457 Plan)
- Dental Insurance
- Educational Financial Assistance
- Employee Assistance Program
- Family Leave
- Flexible Spending Account
- Flextime Schedule
- Health Insurance (In accordance with the Affordable Care Act)
- Illinois Municipal Retirement Fund Pension Plan (IMRF)
- Life Insurance
- Long-Term Disability
- Medical Leave
- Mileage Reimbursement
- Paid Time Off (Sick, Vacation, Holiday and Bereavement)
- Personal Leave
- Professional Membership Fees
- Supplemental Medical Coverage
- Vision Insurance

Leave Benefits as Mandated by Law

- Child Bereavement Leave
- Civil Air Patrol Leave
- Election Duty Leave
- Emergency Response Leave

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- Employee Blood Donation Leave
- Family Medical Leave Act (FMLA)
- Family Military Leave
- Illinois Employee Sick Leave
- Jury Duty Leave
- Military Leave
- School Visitation Leave
- Voting Time Off
- Witness Duty Leave
- Victims of Domestic Violence Leave (VESSA)

While some benefit programs require contributions from employees, others are paid fully by the Warren-Newport Public Library District. WNPLD continues to explore and evaluate benefit options for staff and may make changes to these options. In the event of any conflict between WNPLD policy and Federal or State Leave Law, the law will take precedence.