

Health Benefits:

Employees and their qualified dependent(s) may select a Health Maintenance Organization (HMO) plan, an Open Access Plan (OAP), a Preferred Provider Organization (PPO) plan or an IRS-approved high deductible plan, the Consumer Driven Health Plan (CDHP). If no election is made within the enrollment period, new employees are enrolled in the PPO plan with no dependent(s).

Vision Benefits:

Employees and dependents enrolled in State health benefits receive vision coverage at no cost.

Dental Benefits:

Employees and dependents enrolled in State health benefits may select dental coverage.

Life Insurance:

All Group Insurance-eligible employees are provided basic life insurance equal to their annual salary at no cost. Employees may also select optional life insurance at 1 – 8 times their basic life amount for an additional post-tax cost per \$1,000 of coverage; new employees may select up to 4 times their basic life amount with no underwriting. Accidental Death and Dismemberment (AD&D), Spouse Life and Child Life (guaranteed issue) coverage are also available for an additional post-tax cost.

Be Well Illinois:

Employees have access to this award-winning comprehensive wellness program to help State employees and retirees create and maintain an active lifestyle and gain easy access to mental health awareness materials and treatment, financial services, nutritional information and group and individual exercise programs. These benefits, in addition to primary care visits, health screenings and immunizations like the flu shot, are offered at no-cost to plan participants.

Visit www.illinois.gov/BeWell or connect on Facebook at www.facebook.com/BeWellIllinois.



Employee Assistance Program:

All employees and their dependents are provided a free, voluntary and confidential program that provides problem identification, counseling and referral services for daily dilemmas and with help to cope with more difficult situations like stress, the loss of a loved one or substance abuse issues.

Optional Pre-Tax Programs:

- Medical Care Assistance Program (MCAP) is available to all members to use pre-tax contributions to pay for out-of-pocket medical expenses such as co-payments, co-insurance, deductibles and prescriptions.
- Health Savings Account (HSA) available to certain members enrolled in the CDHP to use pre-tax contributions to pay for out of pocket medical expenses such as co-payments, co-insurance, deductibles and prescriptions.
- Dependent Care Assistance Program (DCAP) is available for employees with qualifying dependents to use pre-tax contributions to reimburse for eligible day care expenses.
- Commuter Savings Program (CSP) is available for non-University employees to use pre-tax contributions to purchase or reimburse work-related transit or parking expenses.

Deferred Compensation:

All State of Illinois Employees are eligible to participate in an optional retirement savings account. Participants have the option to make tax-deferred or Roth contributions through payroll deductions.

To learn more about the Plan please visit: <https://www2.illinois.gov/cms/benefits/Deferred/Pages/DeferredCompensation.aspx>.



Upward Mobility Program:

Designed to provide designated groups of State employees with career counseling and direct-paid educational and training opportunities that will permit employees to work toward advancement in selected career paths.

State Employees Retirement Plan:

State employees are eligible for a Pension benefit after completing a minimum of 10 years of service. Receive Monthly Pension Income at retirement and Survivor Benefits (non-occupational and occupational death benefits). advancement in selected career paths.

