

# Illinois Property Assessment Institute

## Employee Benefits Summary

The Illinois Property Assessment Institute is a small non-profit, but strives to provide the very best for its employees. We want to be a place where individuals look forward to spending each work day. From the benefits we offer to our team-oriented approach, the IPAI is a place you will want to call home.

### Health Care Benefits

The IPAI offers employees group medical, dental, and vision insurance. The cost of plan premiums are shared between the IPAI and the employee.

#### MEDICAL

Our medical insurance is with Blue Cross/Blue Shield of Illinois. Over 1,500 in-network doctors and facilities are within 25 miles of Bloomington/Normal. BC/BS is accepted at both Carle Health and OSF HealthCare.

#### DENTAL

Our group dental plan is accepted by all local dentists.

#### VISION

Our vision plan through VSP is accepted at all major vision care providers including Gailey Eye Clinic and Vision Point Eye Center.

### Time Off Benefits

Work is great, but you also need time to put on your soft pants and watch Netflix or head off to sunshine and a beach. Our system is designed to allow you to maximize your life/work balance.

#### HOLIDAYS

The IPAI offers employees 13 paid holidays each year that align with state and federal holidays.

#### VACATION

New full-time employees are granted 10 vacation days with the ability to roll up to five of those days into the new year. Additional days are granted on a schedule corresponding to years of service.

#### SICK LEAVE

Full-time employees accrue eight hours of sick leave each month up to a maximum of 400 hours.

#### PERSONAL DAYS

Employees are annually granted two personal days that may be taken any time during the year.

#### COMMUNITY SERVICE DAY

Giving back is important and makes the world a better place. Employees are given one paid day each year in service to a local eligible non-profit.

#### BEREAVEMENT LEAVE

The death of a loved one is hard. To help support our employees during that difficult time, the IPAI grants paid bereavement leave.

#### UNPAID LEAVE

Employees are eligible for up to 12 weeks of unpaid leave for the birth of a child, the placement of a child for adoption or foster care, caring for a spouse, child, or parent with a serious health condition, or the serious health condition of the employee. More details available in the IPAI Employee Handbook.



## Planning for Retirement

It is never too early to begin planning for your retirement. In support of those efforts, the IPAI offers our full-time employees:

- SIMPLE IRA retirement plan with 3% company match for employee contributions.
- Access to financial planning professionals
- Time off to meet with your financial advisor in either your office or theirs.

## Pay & Personal Development

The IPAI appreciates our employees and the good work they do for our organization. We want you to feel valued and that your contributions to our mission matter. All employees receive:

- Competitive salaries
- Opportunity for annual merit increases
- Annual personal development goals and encouragement

There are opportunities for employees to grow in their roles and grow their salaries over time. Additionally, employees are encouraged to pursue professional development to further grow and enrich their knowledge and expertise.



## Workplace Perks

Your work environment matters! Here are a few highlights of what we offer employees:

- Private offices with ability to stream your favorite music app.
- Walkable office location close to restaurants, art galleries, and nightlife.
- Paid secured garage parking with 24/7 access (very handy for the Saturday Farmers Market or catching a concert at The Castle!).
- Paid company lunches at off-site events and other perks.
- Flexible, supportive work environment to help with work/life balance.
- Collaborative, team-oriented atmosphere.
- NFL Pro-Pick'em and NCAA March Madness leagues (the winner is usually the person who picks teams based on mascots).
- Office kitchenette with refrigerator, microwave, toaster oven, and coffee pot.
- Annual holiday party for employees and their partners/spouses/significant others.