



# Illinois Department of Corrections

## Variety of Careers Opportunities

The Illinois Department of Corrections has fulfilling career opportunities that offer career growth potential regardless of your chosen career path including but not limited to:

- Nursing
- Office Associate
- Accounting/Fiscal
- Warden
- Educator
- Information Technology
- Social Worker
- Chaplain

These opportunities and many more can be found by visiting

<https://tinyurl.com/2vbjdetv>.



## Work/Life Balance

- 10 Days Paid Vacation (increases over time of service)
- 3 Days Paid Personal Time
- 12 Paid Holidays (13 paid Holidays on even years)
- Paid Maternity/Paternity Leave
- 1 Sick Day Per Month (Accumulating)

## State Employees Retirement Plan

State employees are eligible for a Pension benefit after completing a minimum of 10 years of service.

- Monthly Pension Income at retirement
- Survivor Benefits
  - o Non-Occupational Death Benefits
  - o Occupational Death Benefits

## Deferred Compensation

All State of Illinois Employees are eligible to participate in the State Employees' Deferred Compensation Plan ("Plan"), an optional retirement savings account established under section 457 of the Internal Revenue Code. Participants have the option to make tax-deferred or Roth (after-tax) contributions through payroll deductions. Yearly contribution limits are designated by the IRS each year.

To learn more about the Plan, please visit

<https://cms.illinois.gov/benefits/deferred/deferredcompensation.html>



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## Group Insurance Benefits

All State of Illinois employees hired to work at least 50% of a full-time work week and contributing to one of the five State retirement systems are eligible to participate in the State Employees' Group Insurance Program (SEGIP). Unless otherwise noted, State Employee Group Insurance employee contributions are available as a pre-tax payroll deduction at a fraction of the full cost..

**Health Benefits:** Employees and their qualified dependent(s) may elect 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 eligible for health 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 elect 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](http://www.illinois.gov/BeWell) or connect on Facebook at [www.facebook.com/BeWellIllinois](https://www.facebook.com/BeWellIllinois).



**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.

**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.

**Staff Wellness Response Team (SWRT)** – The Illinois Department of Corrections is pleased to provide a comprehensive staff wellness program to support employees and their families. These services include referrals to confidential providers in the local communities, a team of peer supporters at each work location, critical incident response services, and meaningful educational experiences to enhance wellness. The Department is committed to ensuring that our unique workplace stressors have support systems for all staff working within our facilities.

### 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. Please note: Families enrolled in an MCAP cannot enroll in an HSA.
- Health Savings Account (HSA) is available only to 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. Please note: Families enrolled in an HSA cannot enroll in an MCAP.

To learn more about State Employees Group Insurance Programs, please visit <https://cms.illinois.gov/benefits/stateemployee/stateinsuranceprogram.html>

