

**DEKALB COUNTY GOVERNMENT  
EXEMPT EMPLOYEE BENEFITS**

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## EXEMPT EMPLOYEE BENEFITS

### 1.1.0 **Disability (Non-Worker's Compensation)**

Available after first year of employment: Full pay for first 30 days. 50% pay (through self insurance, not payroll) for months 2 through 24 plus applicable IMRF Disability benefits. Health insurance continued as is up to 12 months.

- *(Revised 4/15/1987)*

### 1.1.1 **Paid Time Off**

As needed, within constraint that job responsibilities must be fulfilled.

- *(Revised 4/15/1987)*

### 1.1.2 **Deferred Compensation**

Hire Date through 1 year - 0%

On the individual's position anniversary date, as a percentage of salary base, the deferred compensation program is adjusted based on years of service in an exempt position to more closely match the PHO accrual system:

a.	0-1	0%
b.	1-7	3%
c.	8-14	4%
d.	15-?	5%

- *(Revised 9/20/1989)*