

## IRWA Employee Benefits (As of 2026)

1. Competitive Salary
2. Health Insurance (Blue Cross/Blue Shield of Illinois)
  - a. Employee pays \$100/month as an administrative cost offset
  - b. Max. \$7,300 Individual/\$14,600 Family deductible per year  
(NOTE: Deductible is only \$1,000 per staff person / or \$2,000 family per year maximum, then IRWA HRA Pays Balance)
  - c. Association pays 100 percent employee and 2/3 dependent(s) premium cost
  - d. Dental (Delta Dental)
  - e. Vision (VSP)
  - f. Long Term Disability & Life Insurance (Employee pays into)
3. 401K
  - a. Association automatically pays in 7% based on salary (not of your salary)
  - b. Employee can opt to put in additional
4. Vacation – Based on set scale of time worked for IRWA, but may be negotiable
5. 11 paid holidays
  - a. New Year's Day
  - b. President's Day
  - c. Memorial Day
  - d. Independence Day
  - e. Labor Day
  - f. Veteran's Day
  - g. Thanksgiving and Day After (2)
  - h. Christmas Eve and Christmas Day (2)
  - i. Floating Holiday
6. Sick leave
  - a. One day per month
  - b. Accumulate up to 120 days
  - c. Do not get paid for unused sick days upon separation
7. Company Vehicle (New approximately every four years)
8. Company credit card for:
  - a. Gas and Maintenance Expenses of IRWA Vehicle
  - b. Hotel Expense (if needed) for IRWA related trips
  - c. Miscellaneous IRWA Related Expenses
  - d. IRWA Travel Related Trip Expenses (Airfare costs, tolls, etc.)
9. Cell Phone, Cellular Tablet & Laptop Computer
11. Receives daily per diem, at federal rate, when out overnight, or in excess of 12 hours
12. Yearly Christmas Bonus: Based on Years Worked