

Administrative Office of the Illinois Courts Benefits Information

An attractive judicial branch benefits package is offered, including pension, medical, dental, vision and life insurance, as well as deferred compensation and generous leave time.

Comprehensive Health Coverage

Access to a wide range of health insurance options tailored to your individual needs, including medical, dental, and vision coverage, starting day one of employment. Additionally, employees are eligible to enroll in two types of flexible spending plans: Medical Care & Dependent Care Assistance. Please visit the following link for FY25 Summary of Benefits: [Summary of Benefits and Coverage](#)

Generous Retirement Savings

The State Retirement System (SERS) and Deferred Compensation Plan begin day one of employment. Please see the links below to learn more about each of these plans.

- Deferred Compensation Plan: [Click Here](#)
- State Employees' Retirement System - [Click Here](#)
- Tier 1 (eligible service prior to January 1, 2011): [Click Here](#)
- Tier 2 (all service on or after January 1, 2011): [Click Here](#)

Life Insurance

The State of Illinois pays for life insurance equal to the employer's annual salary. Coverage up to 8x times is available. Spouse/Child Life Insurance and Accidental Death and Dismemberment (ADD) is also available.

Paid Time Off Work

Approximately Fourteen Paid Holidays: New Year's Day, Martin Luther King, Jr. Day, Lincoln's Birthday, Washington's Birthday, Memorial Day, Juneteenth Independence Day, July 4th Independence Day, Labor Day, Columbus Day, Veteran's Day, Election Day, Thanksgiving Day, Day after Thanksgiving, and Christmas Day.

Vacation Leave: Employees earn vacation leave monthly and will be awarded on the first day of the following month. The number of vacation days an employee may carry over into the next year may not exceed the number of days awarded/earned in previous calendar year, based on the employee's length of service.

	0 - 5 years	10 days
	6 - 9 years	15 days
YEARLY	10-14 years	17 days
ALLOTMENTS	15-19 years	20 days
	20-25 years	22 days
	26 + years	25 days

Personal Leave: The employee receives a prorated portion on their start date. The following year and thereafter, the employee will receive three (3) personal leave days per calendar year on January 1. Personal leave days must be used the same year in which they are awarded.

Nominal Sick Leave: The employee receives a prorated allotment on their start date. The following year and thereafter, the employee will receive their nominal sick leave allotment on January 1. Nominal sick leave is earned on a monthly basis but is granted before it is actually earned. Nominal sick leave may be used for doctor's appointments, sick days for self and/or immediate family member(s).

Extended Sick Leave: After the completion of 1 year, employees receive a prorated allotment. Beginning January 1 the following year, employees receive the remaining balance for a total of 22 days, less any days used. Extended sick leave can only be used for employee's own illness requiring them to be absent from work for more than 5 consecutive working days. At the completion of the following years, the employee receives 22 extended sick leave days up to a maximum of 132 days.

	Completion of 1 year	22 days
ALLOTMENTS	Completion of 4 years	22 days
	Completion of 7 years	22 days
	Completion of 11 years	22 days
	Completion of 15 years	22 days
	Completion of 19 years	22 days
	Total ES Days	132 days