IRWA Employee Benefits (As of November 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