



# Benefits At A Glance

Forest Preserve District  
of Kane County

For Full-Time Employees



## Health & Wellness

- **Medical:** BCBS HMO Blue Advantage or PPO
- **Prescription Plan:** BCBS via Express Scripts
- **Dental:** Delta Dental
- **Vision:** VSP Vision – District Paid
- **Life Insurance:** Basic Life & AD&D 1.5x annual salary
- **Flexible Spending Accounts (FSA):**
  - Health FSA
  - Dependent Care
  - Commuter FSA
  - Parking Reimbursement FSA



## Retirement

- **Pension: Illinois Municipal Retirement Fund (IMRF)**
  - For employees working 1,000+ hours/year
  - 4.5% employee contribution per paycheck
  - Employer contribution as defined by IMRF
  - Optional: Voluntary contributions up to 10%
- **Optional Retirement Savings:**
  - 457 Deferred Compensation Plan



## Leave Time

- **Vacation Time:** Starts at 10 days/year, increasing annually up to 25 days/year
- **Personal Leave:** Up to 40 hours/year (prorated in year of hire)
- **Sick Leave:** Earned at 8 hours per month
- **Holidays:** 15 paid holidays, including:
 

- New Year's Day	- Labor Day
- MLK Day	- Columbus Day
- Lincoln's Birthday	- Veterans Day
- Washington's Birthday	- Thanksgiving Day
- Spring Holiday	- Day after Thanksgiving
- Memorial Day	- Christmas Eve
- Juneteenth	- Christmas Day
- Independence Day	Plus, General Election Day in Illinois



## Professional & Lifestyle Perks

- **Tuition Reimbursement**
- **Employee Assistance Program (EAP)**
- **Hybrid Work Opportunities** (for qualifying roles)
- **Fitness Membership:** Fox Valley Fitness
- **Discounts:** District Programs and Facility Rentals, Golf Passes at Settler's Hill and Hughes Creek, and Kane County Cougars Tickets
- **Optional Supplemental Coverage:**
  - Aflac Insurance
  - Supplemental Group Life AD&D



## Part-Time & Seasonal Employees

- Up to 25 hours paid leave, depending on hire date
- Employee Assistance Program (EAP)
- Fox Valley Fitness Membership

