

# BENEFITS FACT SHEET

The Forest Preserve District of Kane County offers employees a comprehensive benefits package.

## **MEDICAL, DENTAL AND VISION**

The District offers full-time employees two choices for medical coverage from Blue Cross Blue Shield, a PPO and HMO. The HMO plan provide 100% coverage and include a comprehensive physician network, prescription and vision benefits. The PPO plan provides a percentage of coverage and includes prescription and vision benefits.

The Delta Dental offers a PPO program that allows you to go to any in or out-of-network general or specialty dentist.

The vision plan has an extensive network of doctors who provide quality eyecare and materials. This plan is designed to provide regular eye examinations and benefits toward vision care expenses including glasses or contact lenses. This is considered a discount program only.

Health benefits become effective on the 1<sup>st</sup> day of the month following 30 days of employment.

## **FLEXIBLE SPENDING ACCOUNT**

An employer-sponsored plan that lets you deduct dollars from your paycheck and put them into a special account that's protected from taxes. The money in an FSA account can be used for eligible health care and dependent care expenses incurred by you, your spouse and your dependents.

## **SICK LEAVE**

The District recognizes that employees may occasionally be absent because of illness or injury. Full-time employees accrue one sick day a month, beginning after one (1) month of employment to a maximum of 120 days.

## **VACATION LEAVE**

The District recognizes the importance of family and personal time away from work. New employees must complete one full calendar month prior to receiving vacation credit.

<b>YEARS OF COMPLETED CONTINUOUS SERVICE</b>	<b>MONTHS OF COMPLETED CONTINUOUS SERVICE</b>	<b>ANNUAL VACATION DAYS EARNED</b>
1 year	0 - 12 months	10 days
2 years	13 - 24 months	11 days
3 years	25 - 36 months	12 days
4 years	37 - 48 months	13 days
5 years	49 - 60 months	14 days
6 years	61 – 72 months	15 days
7 years	73 – 84 months	16 days
8 years	85 – 96 months	17 days
9 years	97 – 108 months	18 days
10 years	109 – 120 months	19 days
11 - 15 years	121 - 180 months	20 days
16 years	181 – 192 months	21 days
17 years	193 – 204 months	22 days
18 years	205 – 216 months	23 days
19 years	217 – 228 months	24 days
20+ years	229+ months	25 days

# BENEFITS FACT SHEET - CONTINUED

## **HOLIDAY AND PERSONAL DAY LEAVE**

The District provides 11 paid holidays per year.

New employees are entitled to a certain number of paid personal days, depending on their start date. Thereafter, full-time employees will be granted four (4) personal days, or 32 hours each calendar year, in January.

## **ILLINOIS MUNICIPAL RETIREMENT FUND (IMRF)**

The District provides employees and their family's income protection in the event of disability, retirement or death. Generally, each employee contributes 4.5% of his or her salary to the fund and

the District also contributes to the fund. Tier 2 employees (anyone hired after January 2011) are eligible to receive unreduced retirement benefits at age 67 with 10 years of service.

## **DEFERRED COMPENSATION**

The District encourages employees to save for retirement by investing in a tax-deferred account. Deferred compensation permits employees to postpone a portion of their pre-tax salary to receive at retirement.

## **LIFE INSURANCE**

Employer paid: The District offers Group Basic Life and Accidental Death and Dismemberment Insurance through Standard Insurance Company. Coverage amount is one times your annual earnings up to a maximum of \$50,000.

Employee paid: The District offers a Group Decreasing Term Life Insurance plan provided by The Prudential Insurance Company of America. The District also offers additional life insurance with accidental death and dismemberment insurance that is employee paid through payroll deduction provided by the Standard Insurance Company.

## **ADDITIONAL BENEFITS**

### ***Credit Union***

All District employees and their family members who work or reside within DeKalb, DuPage, Grundy, Kane, Kendall, McHenry and parts of Cook County are eligible to enroll in the Kane County Teachers Credit Union for many banking needs.

### ***Continuing Education***

The District provides assistance for eligible employees who want to further their education in courses that are work-related. Full-time employees are eligible to participate in this program after having completed one year of employment. The amount available for reimbursement is a maximum of \$1,000 per fiscal year, depending on availability of operating funds.

### ***Employee Assistance Program (EAP)***

The EAP is a free and confidential counseling service available to employees. It provides professional guidance and assistance to help identify practical solutions for everyday issues.

### ***Fitness Center***

Employees of the District are eligible for a free single membership to the "Fox Valley Fitness" fitness center located on the second floor of the Fox Valley Ice Arena.