



AVAILABLE BENEFITS FOR FULL-TIME STAFF

The Forest Preserve is proud to offer a comprehensive benefits package specifically designed with your health, wellness, and financial security in mind. Included here is a list of the benefits available to you. We encourage you to take time to review the information provided. Contact the Human Resources Department with any questions.



Medical, Dental, Vision, Basic Life/AD&D, Voluntary Life/AD&D Insurance

The Forest Preserve District offers medical plan options designed to help you and your family get the care you need.

Good dental care improves your overall health and that of your covered dependents. Our dental plan is designed to help you maintain a healthy smile.

The vision plan can cover you and your covered dependents for items like a routine eye exam, eyeglass lenses, frames or contact lenses.

Life/AD&D insurance can provide economic security for your family. It can be a major consideration in personal financial planning.



Voluntary Insurance

Voluntary insurance can be purchased in addition to Basic Life Insurance. See the Human Resources Department if you are interested in any of the following supplemental insurance options. **The cost of the benefit is 100% paid by the employee.**

IL-NCPERS

Supplement Life Insurance offered to all employees enrolled in the pension fund. Benefit decreases as you age.

Aflac

Aflac Insurance is available for employees to individually purchase to complement the insurance already provided.

Colonial

Colonial Life Insurance is available for employees to individually purchase to complement the life insurance already provided.

Provident

Provident Life Insurance is available for employees to individually purchase to complement the life insurance already provided.



Illinois Municipal Retirement Fund (IMRF)

The Illinois Municipal Retirement Fund (IMRF) is a public pension fund that administers retirement, disability and death benefits for employees of local government in Illinois. Created by the Illinois General Assembly, IMRF began operating in 1941 with five original employers and \$5,000 in assets. Today, IMRF serves more than 3,000 employers and manages about \$52 billion in assets. With a funded status of 96.6%, IMRF is one of the best-funded public pension systems in the country.

An employee must work 1,000 hours or more per year to be eligible for IMRF. Each pay period, an employee contributes, tax-deferred, a percentage of their gross earnings. The Forest Preserve District's contributions to IMRF change annually based on employee claim activity and utilization. See the Human Resources Department for current contribution rates.

Your IMRF membership is a major financial asset, so it's important to understand your account. IMRF is a defined benefit plan. Your IMRF benefits include:

- **Retirement benefits**
With enough time and service credit, you can become eligible for an IMRF pension. You never outlive your IMRF pension – it is payable for life. Participants will be a part of either Tier 1 or Tier 2, depending on when an employee first participates in IMRF.
- **Disability**
Your IMRF benefits include disability protection if you become disabled. IMRF provides two types of disability benefits: temporary, and total/permanent, after the required waiting period.
- **Death benefits**
IMRF provides certain benefits to your beneficiaries if you pass away.



Deferred Compensation (457 Plan)

A 457 Deferred Compensation Plan is a supplemental program that allows you to make contributions on a pre-tax basis. Federal and, in most cases, state income taxes are deferred until your assets are withdrawn, usually during retirement when you may be in a lower tax bracket. Most 457 deferred compensation plans allow you to increase, decrease, stop and restart contributions at any time.

The Forest Preserve District offers two options for investing in a 457 Deferred Compensation plan. There is a plan offered through Nationwide Retirement Solutions as well as one offered by Retirement Plan Advisors. Please see the Human Resources Department for more information if you are interested in participating in one of these plans.



Abri Credit Union

A payroll deduction option is offered to employees who open an account with Abri Credit Union. If you opt for payroll deductions, you can have your paycheck directly deposited into this account as well as request automatic deductions from your paycheck for any loans or payments you have outstanding. The Forest Preserve will set this up for you and the money is automatically taken from your account on a per paycheck basis.



United Way of Will County

The Forest Preserve District has partnered with United Way of Will County to offer a program that allows you to donate money to a charity of your choice that helps people within your community. Some examples of charities within the community include Big Brothers Big Sisters, American Red Cross, Easterseals, and many more. You pick the program you would like to help and all of the money you choose to donate will go solely to that charity.



Employee Assistance Program (EAP)

EAP service offers assistance for a broad range of concerns including stress management, depression, anxiety, relationship or family conflicts, workplace conflicts, legal or financial difficulties, and drug or alcohol abuse. Services are confidential – neither your employer nor your co-workers have knowledge of your request for help. **The cost of the benefit is 100% paid by the Forest Preserve District.**



Time Off

Sick Leave

Twelve (12) paid sick leave days are earned per year, accrued each payday at 3.70 hours for 26 pay periods.

Vacation Leave

Vacation is accrued on a per pay period basis from the date of full-time employment at the rate below. Eligibility is based on tenure at the Forest Preserve. Vacation time is calculated on a calendar year basis.

Years of Service	Vacation Days
1	7
2	11
3+	One vacation day per year will be added up to a maximum of 25 days

Designated Holidays

The District will be closed in observance of the following holidays:

New Year's Day	Good Friday	Independence Day	Veterans Day
Martin Luther King Day	Memorial Day	Labor Day	Thanksgiving Day & The Day After Thanksgiving
Presidents' Day	Juneteenth	Columbus Day	Christmas Day