

## **Homewood-Flossmoor Park District Full-Time Employee Benefits**

### **Medical Insurance:**

Blue Cross and Blue Shield, HMO or PPO option—See chart attached for current rates.

Employee coverage: employee pays 5% of monthly premium

Dependent coverage: employee pays 20% of family premium

Financial incentive if medical insurance is waived

### **Dental Insurance:**

The Standard: Employee coverage free; family coverage optional at employee's expense

### **Vision Insurance:**

Eyemed: Employee and Family coverage free

### **Life Insurance:**

MetLife: Term life insurance policy of \$100,000 for employee; no charge

### **IMRF (Illinois Municipal Retirement Fund):**

Defined Retirement Plan, Life Insurance (equal to one year's pay), Long Term Disability Insurance

Information available at [imrf.org](http://imrf.org)

### **Vacation Time:**

#### Non-exempt employees:

3rd month through 4 years	1 day for each month of service
5th through 9th years	1.5 days for each month of service
10th year and after	1.75 days for each month of service

#### Exempt employees:

3rd through 12 months	1 day for each month of service
2nd through 6th years	1.5 days for each month of service
7th year and after	1.75 days for each month of service

### **Sick Time/Short-term disability:**

All full-time employees:

First 10 years	1 day for each month of service
11th year and after	2 days for each month of service

Sick days may not accrue in excess of the following schedule\*:

First 5 years	30 days
6th through 10th years	45 days
11th through 15th years	60 days
16th through 20th years	90 days
21 <sup>st</sup> through 25 <sup>th</sup> years	120 days
26 + years	150 days

\*Unused sick day bank to be used for service credit if retire with IMRF retirement

### **Deferred Compensation Program (Section 457 Plan)**

**Cafeteria Plan (Section 125 Plan):** eligible after one year of service

#### **Other:**

- Racquet & Fitness Club family membership
- Lions Club Pool family membership
- Park District programs: free non contractual programs, discounted contractual programs
- Discounted Park District facility rentals
- Pro-Shop discounts
- Tuition reimbursement for approved, relevant continuing education
- Walk on golf for employee and family free, buckets of balls for employee and family free
- Optional supplemental life insurance programs
- One floating holiday per year