



Forest Preserve District of DuPage County

BENEFIT SUMMARY – 2025 PLAN YEAR

PART-TIME / INTERMITTENT / SEASONAL EMPLOYEES

This summary is for illustration purposes only. For a complete description of your benefits see the Employee Handbook and Plan Documents.

This benefit summary applies to part-time employees who work less than twenty (20) hours per week and employees in other employment categories such as intermittent, seasonal, enterprise, interns, etc.

PAID LEAVE

Employees accrue one (1) hour of paid leave time off for every forty (40) hours they actually work, up to a maximum of (40) hours within a calendar year.

RETIREMENT AND DISABILITY BENEFITS

Illinois Municipal Retirement Fund (IMRF) www.IMRF.org: The District is an IMRF participating employer and Illinois state law requires you to participate in IMRF if you work in a position that qualifies (1,000-hour standard for the District). IMRF is a defined benefit plan and a major financial asset that, with enough time and service credit, you can become eligible for an **IMRF pension** which can provide a lifetime of income protection. Pensions are a shared responsibility and are funded by employee contributions, employer contributions, and IMRF investment earnings. IMRF also provides **Disability and Death benefits** to active members meeting eligibility criteria.

IMRF Voluntary Additional Contribution Program (if eligible for IMRF participation) - another option to save for retirement; contributions are made **after-tax, not tax-deferred**, up to a maximum of 10% of your IMRF reportable earnings (subject to wage cap for Tier 2). Employers **do not** make any contribution to your VAC account.

457 DEFERRED COMPENSATION and ROTH 457 PLANS – contact a deferred compensation representative to learn more about establishing a 457 Plan. Options to save on a tax deferred basis and/or after-tax Roth with a wide range of investment options. Annual contribution limits set by IRS.

ADDITIONAL INFORMATION

Performance Appraisals	Newly hired regular full-time and regular part-time employees usually will receive a performance appraisal at the end of six (6) months. Thereafter, the employee will be evaluated on the annual performance appraisal cycle.
EAP (24/7)	Employee Assistance Program with access to confidential professional short-term counseling, work-life solutions, legal-financial solutions
Direct Deposit	Employees may choose to receive a payroll check or direct deposit into a bank of their choice.
Credit Union	You & your family members are eligible for the DuPage County Employees' Credit Union – savings, checking, CD's, several loan options, some vehicle license plate services, and more.
Drug-Free Workplace	The District is a drug-free workplace. Employees are prohibited from unlawfully manufacturing, distributing, dispensing, or possessing any controlled substances in the workplace.
Employee Handbook	All employees are expected to read and become familiar with the contents of the Employee Handbook. Any updates to the manual require a signed acknowledgement from the employee.

This information has been prepared to provide prospective employees an overview of the benefits package. Nothing contained within is intended to imply a contract of employment for any duration. Either the employer or the employee may terminate employment at any time. All information contained herein is current but is subject to change.