



# Forest Preserve District of DuPage County

## BENEFIT SUMMARY – 2026 PLAN YEAR

### PART-TIME <20 HOURS/WK & INTERMITTENT & SEASONAL

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 FOR ALL WORKERS (PLAW)**

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](http://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**

<b>Performance Appraisals</b>	Newly hired regular part-time less than 20 hours a week, and intermittent 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.
<b>EAP (24/7)</b>	Employee Assistance Program with access to <b>confidential</b> professional short-term counseling, work-life solutions, legal-financial solutions, and more.
<b>Direct Deposit</b>	Employees may choose to receive a payroll check or direct deposit into a bank of their choice.
<b>Credit Union</b>	You & your family members are eligible for the <b>DuPage County Employees' Credit Union</b> – savings, checking, CD's, several loan options, some vehicle license plate services, and more.
<b>Drug-Free Workplace</b>	The District is a drug-free workplace. Employees are prohibited from unlawfully manufacturing, distributing, dispensing, or possessing any controlled substances in the workplace.
<b>Employee Handbook</b>	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.*