



## **BENEFITS FOR FULL-TIME EMPLOYEES INCLUDE:**

### **PENSION**

- Illinois Municipal Retirement Fund (IMRF)

Employees working 1000 hours or more annually are required to participate with a contribution of 4.5% each paycheck. Niles Park District contribution is defined annually by IMRF.

### **OTHER RETIREMENT SAVINGS**

- Voluntary 457 deferred compensation plan
- Voluntary 457 healthcare funding plan
- IMRF voluntary additional contribution plan

### **LIFE INSURANCE**

- Life insurance \$50,000 policy paid by NPD
- Voluntary life, accident, critical illness

### **INSURANCE**

Insurance is effective the 1<sup>st</sup> of the month following hire. Biweekly cost per paycheck for PPO or HMO is \$37.50 for employee only, \$75 for employee + spouse, and \$100 for family.

### **MEDICAL**

#### **BCBS Medical PPO**

- In-network deductible: \$500 individual, \$1500 family
- Out of pocket (participating): \$1,500 individual, \$4,500 family

#### **BCBS Medical HMO**

- No deductible
- Out of pocket: \$1,500 individual, \$3,000 family

### **DENTAL (no charge)**

#### **BCBS BlueCare Dental PPO**

- Deductible: \$50 individual, \$150 family
- \$2,000 annual maximum benefit
- Preventative, basic, major and orthodontia coverage

### **VISION (no charge)**

#### **VSP**

- Well vision exam copay \$10
- \$150 allowance for frames
- \$150 allowance for contact lenses

### **PAID TIME OFF**

- Accrue 1 sick day per month
- 5 personal days per year
- 10+ vacation days per year after 1 year of service
- 4 weeks paid parental leave
- Paid holidays
  - New Year's Day
  - President's Day
  - Memorial Day
  - Independence Day Floating Holiday
  - Labor Day
  - Veterans Day
  - Thanksgiving Day
  - Day after Thanksgiving
  - ½ Day Christmas Eve
  - Christmas Day
- No Charge Facility Usage and Programs
  - Swimming pool
  - Indoor Ice Skating
  - Grennan Heights Gym
  - Golf View Gym/Fitness
  - Tam Golf Course
  - Pioneer Park Mini Golf
  - Loverde Center Gym
- Register dependents for programs at 50% of total price
- EAP Employee Assistance Program

\*Part-time employees are entitled to use the swimming pool, indoor ice skating, Grennan Heights and Golf View Gyms for free