
SUMMARY OF BENEFITS*

FOR REGULAR, PART-TIME WORKERS OF THE VILLAGE OF LOMBARD

January 2014

Holidays

The following is a list of Holidays that are paid to part-time workers if they are normally scheduled to work that day of the week. Hours paid are determined by the hours normally worked that day of the week.

New Year's Day, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve Day, Christmas Day, and One Spring Holiday (union contracts) or One Floating Holiday-4 hours only (floater available after 6 months)

Personal Days

Part-Time, Regular Employees are awarded 8 hours per year. Available after 6 months of employment.

Crisis Leave

Part-Time, Regular Employees are awarded 12 hours per year.

Health & Welfare

Medical, Dental, and Village Life Insurance are **not available** to regular, part-time employees

Flexible Spending Account

Section 125 Program – 3 Sections

- Unreimbursed Health Claims (Discovery Benefits)
- Medical and Dental Insurance Premiums (In-house)
- Dependent Care (Discovery Benefits)

Employee Wellness Program

The CARE Program invites all employees to participate in a Quarterly program promoting total wellness—mind, body, and spirit. The focus is on fitness, nutrition, and personal wellness. Activities include special wellness events, quarterly incentives, and an Employee Health & Benefits Fair.

Pension (IMRF, Fire, & Police)

IMRF, employee contributes 4.5% of salary and the Village of Lombard's contribution is actuarially determined by IMRF. The actual village contribution over the past 10 years has fluctuated between 6.14% and 11.07%. The plan vests after 8 years of service. Fire and Police data available on special sheets.

Deferred Compensation (457) Plans (Optional)

- ICMA Retirement Corporation
- Nationwide

Both options allow you to contribute up to a maximum deferred amount of \$17,500 in 2014 with exceptions for those over age 50 who can contribute an additional \$5,500 per year; and those within 3 years of normal retirement age who may double their contributions.

Tuition Reimbursement Plan

Only available to regular, full-time employees

Sick Leave

.0462 times all hours worked bi-weekly. During the 1st 6 months of employment may use up to the equivalent of 3 days as accrued. *Thereafter, up to maximum accrued.*

Vacation Leave

Regular, part-time employees earn .0385 times all hours worked bi-weekly. *Available for use after 6 months of employment.*

Additional Programs

Employee Assistance Program
Credit Union
Direct Deposit
Charitable Service Hours Program
Casual dress

*Some personnel may have differences for some benefits per their occupations or union contracts