

## **PERSONNEL HANDBOOK - SECTION VII. FULL-TIME EMPLOYEE BENEFITS**

### **A. Summary Plan Description**

All Class 1 and Class 2 full-time employees are eligible for Park District insurance. Coverage includes health, life, short term disability insurance, and Park District-funded Health Savings Account.

The insurance benefit plans currently offered are subject to modification, amendment or discontinuation at any time and without notice.

Upon retirement, all full-time employees that have completed twenty (20) years of full-time employment with the Park District are eligible to purchase, at their own cost, Park District health insurance at its current group coverage rate. The retired employee, electing this plan would be required to pay 100% of the cost of the health benefits on a monthly basis in order to continue coverage, and if plan coverage is modified for similarly situated active employees, the continuation coverage will be identically modified. This benefit will be provided until the retired employee reaches the age of 65, at which time they become eligible to enroll in Medicare coverage.