



Policy 6.6	Optional Benefits		
<u>Effective Date:</u> 9/14/10	<u>Applicable Law/Statute:</u> None	<u>Source Doc/Dept.:</u> None/HR	<u>Authorizing I.C. Sec:</u> None
<u>Last Amended Date:</u> 2/28/12, 2/17/21			

OPTIONAL BENEFITS

6.6

POLICY

It is the policy of DuPage County to provide optional benefits to employees.

ELIGIBILITY

- All full-time and part-time employees are eligible to participate in optional benefit programs.

GUIDELINES

A. The County provides the following optional benefits:

- **Credit Union** – Provides employees and their families the opportunity to save with a fair dividend and to borrow at a fair and reasonable rate of interest.
- **Deferred Compensation** – allows employees to contribute a portion of their present earnings in a tax-deferred investment plan.
- **Fare Checks** – provide the purchase of RTA/CTA transit fares on a pre-tax basis.
- **Optional Vision** – provides additional vision coverage beyond what is offered through the health plan.
- **Optional Life Insurance** – provides additional term life insurance for employee, spouse and children.
- **Spending Accounts** – provides a method of paying for uncovered medical/dental expenses and dependent care expenses on a pre-tax basis.
- **Pre-Paid Legal Services** – provides legal assistance at a reduced group rate.
- **Supplemental Insurance** – provides supplemental insurance coverage for specific health conditions and/or income for time off work due to a disability.

B. All optional benefits (pre-tax or post-tax) are taken through automatic payroll deduction.

PROCEDURES

1. Eligible employees should contact the Benefits Division for additional information.

Information on optional benefits can be found on the internet under the Human Resources tab at

https://www.dupagecounty.gov/government/departments/human_resources/employee_benefits.php.