

OAK LAWN PUBLIC LIBRARY

SUMMARY OF EMPLOYEE BENEFITS

For a more detailed explanation of the benefits listed in this chart, refer to the current Administrative Regulations ARs and AFSCME Collective Bargaining Agreement.

BENEFIT	PART-TIME (LEVEL 1) 8-19 HOURS/WEEK	PART-TIME (LEVEL 2) 20-28 HOURS/WEEK	FULL-TIME 37.5 HOURS/WEEK
PAID HOLIDAY	N/A	4 Hours per Holiday	7.5 Hours per Holiday
FLOATING HOLIDAY	N/A	Hours/Days may vary	Hours/Days may vary
BIRTHDAY HOLIDAY	N/A	4 Hours per Year	7.5 Hours per Year
PAID VACATION	N/A	Grades I-VIII: Years 0-9: 4.75 Hours/Month (85.50 Hours Max.) Year 10+: 6.25 Hours/Month (112.50 Hours Max.) Grades IX and Above: Years 0-9: 6.25 Hours/Month (112.50 Hours Max.) Year 10+: 7.50 Hours/Month (127.50 Hours Max.)	Grades I-VIII: Years 0-9: 9.5 Hours/Month (171.00 Hours Max.) Year 10+: 12.50 Hours/Month (225.00 Hours Max.) Grades IX and Above: Years 0-9: 12.50 Hours/Month (225.00 Hours Max.) Year 10+: 15.00 Hours/Month (270.00 Hours Max.)
PAID SICK LEAVE	N/A	4 Hours/Month (360 Hours Max.)	7.5 Hours/Month (675 Hours Max.)
BEREAVEMENT LEAVE	Scheduled Shift Hrs	Scheduled Shift Hrs	7.5 Hours per Day
JURY DUTY (Pay for regularly scheduled hours)	Yes	Yes	Yes
PERSONAL BUSINESS LEAVE	N/A	N/A	3 Days per Year
ADDITIONAL FLOATING HOLIDAY	N/A	4 Hours each 2 per Year	7.5 Hours each 2 per Year
PAID LEAVE FOR ALL WORKERS ACT (PLAWA)	1 Hour earned for every 40 hours worked	N/A	N/A
FICA	Yes	Yes	Yes
IMRF (Pension plan, disability, and vac)	N/A (Except for staff hired prior to 03/11/08)	Yes	Yes

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GROUP INSURANCE (Medical, Dental, and Vision)	N/A	N/A	Yes
LIFE INSURANCE (Paid by OLPL Employees are taxed on amounts exceeding \$50,000)	No	No	Yes
SUPPLEMENTAL INSURANCE	Yes	Yes	Yes
CREDIT UNION	Yes	Yes	Yes
TAX SHELTERED ANNUITY PLAN (403B) (Payroll Deduction Only--Library Does Not Contribute)	No	Yes	Yes
529 COLLEGE SAVINGS ACCOUNT (Payroll Deduction Only--Library Does Not Contribute)	Yes	Yes	Yes
TRANSIT PROGRAM (Payroll Deduction Only--Library Does Not Contribute)	Yes	Yes	Yes
FLEXIBLE SPENDING PROGRAM (Payroll Deduction Only--Library Does Not Contribute)	No	No	Yes
STAFF ASSOCIATION (Payroll Deduction Only--Library Does Not Contribute)	Yes	Yes	Yes
FREE BORROWING PRIVILEGES OF LIBRARY MATERIALS	Yes	Yes	Yes
EMPLOYEE ASSISTANCE PROGRAM (EAP)	N/A	N/A	Yes

Revised 04/08/19, 06/02/25