



6-1 EMPLOYEE BENEFITS POLICY DISCLAIMER

SYCAMORE PARK DISTRICT has established a variety of employee benefit programs designed to assist you and your eligible dependents in meeting the financial burdens that can result from illness and disability, and to help you plan for retirement. This portion of the Employee Manual contains a very general description of the benefits to which you may be entitled as an employee of SYCAMORE PARK DISTRICT. Please understand that this general explanation is not intended to, and does not, provide you with all the details of these benefits. Therefore, this manual does not change or otherwise interpret the terms of the official plan documents. Your rights can be determined only by referring to the full text of the official plan documents, which are available for your examination from the Administration. To the extent that any of the information contained in this manual is inconsistent with the official plan documents, the provisions of the official documents will govern in all cases.

Please note that nothing contained in the benefits plans described herein shall be held or construed to create a promise of employment or future benefits, or a binding contract between SYCAMORE PARK DISTRICT and its employees, retiree, or their dependents, for benefits or any other purpose. All employees shall remain subject to discharge or discipline to the same extent as if these plans had not been put into effect.

As in the past, SYCAMORE PARK DISTRICT reserves the right, in its sole and absolute discretion, to amend, modify or terminate, in whole or in part, any or all the provisions of the benefit plans described herein, including any health benefits that may be extended to retirees and their dependents. Further, SYCAMORE PARK DISTRICT reserves the exclusive right, power, and authority, in its sole and absolute discretion, to administer, apply and interpret the benefit plans described herein, and to decide all matters arising in connection with the operation or administration of such plans.

Benefits under the plans described herein will be paid only if the plan administrator decides in his/her discretion that the applicant is entitled to them. For more complete information regarding any of SYCAMORE PARK DISTRICT's benefit programs, please contact the Administration.

Adopted on:

Revised on:
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