

THREE RIVERS DISTRICT HEALTH DEPARTMENT FRINGE BENEFITS & RELATED INFORMATION

RETIREMENT – Participation in the Kentucky Employees Retirement System (KERS) is mandatory for full-time employees. Members become fully vested in KERS after 5 years. The employee contribution for those starting in KERS after 9-1-2008 is 6% and is tax deferred until the employee receives the funds. Full retirement is after 27 years of service time; partial retirement is pro-rated. For more information, see <http://www.kyret.com>.

HEALTH INSURANCE - Medical insurance is available to all full-time employees. Single/Couple/Parent+/Family plans are offered under the Kentucky Employees Health Plan. Three Rivers pays a portion and the rest is taken out of the employee's check. Coverage begins second calendar month following the hire date.

FSA AND PREMIUM CONVERSION – Employees may pay their portion of health insurance premiums with pre-tax dollars. Pre-tax Flexible Spending Accounts (FSAs) are available to eligible full-time employees for health care and dependent care expenses. Employees who have other health insurance coverage may elect to have their portion of the employer-paid premium allocation contributed to an FSA.

LIFE INSURANCE – Term Life Insurance in the amount of \$20,000 is provided to all full-time. Additional Optional and Dependent Life Insurance coverage is available for purchase.

DENTAL INSURANCE – Eligible full-time employees may have dental insurance premiums deducted through payroll deduction. Coverage begins second calendar month following the hire date.

CREDIT UNION – Commonwealth Credit Union services are available to all full-time and part-time employees.

DEFERRED COMPENSATION – Kentucky State Employees Deferred Compensation Authority services are available to all full-time employees who wish to establish a 401K or 457 account.

WORKERS COMPENSATION – Provided in accordance with State Law; injuries must be reported to District Office in accordance with TRDHD policies.

REGISTRATION/CEU'S – Paid for appropriate/required public health trainings.

TUITION ASSISTANCE – Possible on limited and possibly competitive basis (budget \$5,000/yr. District-wide).

LEAVE ACCRUALS - Full-time employees earn 3.5 hours each of vacation and sick leave and part-time 100+ employees earn 2.1 hours each of vacation and sick leave per pay period. Vacation accruals increase every five years. Lump sum sick leave hours are given at 10 and 20 years of service. Exempt employees earn compensatory time on an hour-for-hour basis for any time worked over 37.5 hours per week.

SALARY INCREASE – Upon completion of six months (13 pay periods) satisfactory job performance, employee receives 5% probationary increment.

HOLIDAYS – Eligible full-time employees receive 12 paid holidays per year.

FAMILY/MEDICAL LEAVE – Qualified employees are eligible for up to 12 weeks per year of time off work in certain circumstances of personal or family illness.

CIVIL LEAVE – When summoned by Court to serve as a juror or witness employees receive full pay.