



CITY OF MADISONVILLE EMPLOYEE BENEFITS PACKAGE

(See Employee Policy & Procedure Manual for additional details or contact your HR Manager)

MEDICAL

Medical: Medical coverage is administered by Meritain Health and the city pays 100% of the premium for Employee coverage. Additional coverage is at the expense of the employee. If an employee has other credible coverage, they may be entitled to an additional compensation stipend from the City if they choose to waive the individual coverage. (Certain conditions may apply, see HR)

Dental: Dental Coverage is administered by Delta Dental of KY and employees may elect dental coverage as a supplemental benefit. Annual Maximum benefit is \$3000.

Vision: Vision coverage is administered by VSP and employees may elect this coverage as a supplemental benefit.

BASIC LIFE INSURANCE AND AD&D

Coverage is provided through OneAmerica and the premium is 100% employer paid and there is no cost to the employee.

Life Insurance: \$25,000 Accidental Death & Dismemberment: \$25,000

RETIREMENT

All full-time employees who qualify are required to join the County Employees Retirement plan. Anyone hired after January 1, 2014 are considered Tier 3 contributors. Tier 3 members (of the Cash Balance Plan) contribute a set percentage of their credible compensation each month to their own account as required by KY law: Non-Hazardous Members (5%) and Hazardous Members (8%) plus an additional 1% to the health insurance fund with is not credited to the individual and is not refundable.

Tier 3 Employees receive an employer contribution called an Employer Pay Credit and it is deposited into their individual account. If you are a nonhazardous member, your account will be credited with a 4% Employer Pay Credit. If you are a hazardous member, your account will be credited with a 7.5% Employer Pay Credit. This Employer Pay Credit represents a portion of the employer contribution. For more investment and return information, please see your HR Manager for details.



PAID TIME OFF

Full-time employees are granted paid time off in the form of holiday pay, vacation, personal time and sick leave. Employees are eligible for holiday to accrue at the beginning of employment. An employee will begin accruing vacation and sick time on the 1st of the month after the date hired.

Holiday: The City observes eleven paid holidays per calendar year: New Year's Day, Martin Luther King Day, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, the Friday after Thanksgiving, Christmas Eve, and Christmas Day.

Vacation: Vacation accrual is based upon years of service.
1 to 5 years of employment = 2 weeks per calendar year
6 to 10 years of employment = 3 weeks per calendar year
11 to 24 years of employment = 4 weeks per calendar year
25+ years = 5 weeks per calendar year

Sick Leave: Full Time Employees accrue 8 hours of sick leave credit for each month of service. Sick leave may be accrued up to a maximum of 960 hours.

Personal Leave: Full time employees shall receive two paid personal leave days each year. A newly hired employee that begins work AFTER July 1 will not receive personal leave until their first full calendar year of employment. Anyone hired between Jan 1- June 30th would receive one day to take in that first year. Any unused personal days will expire at the end of the calendar year.

Other Health Benefits

Employee Assistance Program (EAP): EAP is offered through Owensboro Medical Health. EAP offers confidential counseling services to assist employees and their family members in finding solutions to their problems. Eligible up to 6 visits per year. There is no cost to the employee for these visits.

BluMine Health Clinic: The City has partnered with BluMine Health to assist employees with health related injuries and illnesses. Clinic services are free of charge for all City employees and their immediate family members.

Voluntary Benefits

Short-Term and Long-Term Disability Insurance: Coverage is provided through Dearborn. Employees can sign up for this benefit during open enrollment.

Flexible Spending Account (FSA): FSA allows you to have part of your salary withheld on a monthly basis at a pre-tax rate to pay for certain dependent care or health care that you would normally pay for with after-tax dollars. Only full-time employees are eligible for this benefit.

Deferred Compensation: All full-time employees can participate in the City's Deferred Compensation Plan. This voluntary supplemental retirement program allows you to have part of your salary withheld and invested for payment to you at retirement or termination.