



CITY OF MADISONVILLE EMPLOYEE BENEFITS PACKAGE

(All full-time employees are eligible for benefits beginning the 1st day of the month following their hire date)

MEDICAL

The city offers and pays 100% of the cost for employee medical coverage. Additional coverage for spouse and/or dependents is available and is paid for by the employee. If an employee chooses to 'waive' individual medical coverage and provides proof of other credible coverage, they may be entitled to a compensation stipend.

BASIC GROUP LIFE AND AD&D

Full-time employees are automatically enrolled in Basic Group Life and Accidental Death & Dismemberment on the first day of the month following their hire date. This is a no-cost benefit for the employee. 100% of the coverage cost is employer-paid.

DENTAL

- Annual maximum benefit of \$3,000
- \$25 annual copay
- Two cleanings per year are covered at 100%
- The cost of coverage is the responsibility of the employee

VISION

- Two plans to choose from: Base plan and Premier plan
- \$10 Exam copay
- \$25 Frame copay
- The cost of coverage is the responsibility of the employee

ADDITIONAL SUPPLEMENTAL PLAN OPTIONS

All supplemental plan premiums are employee-paid.

- Short-term and Long-term Disability
- Voluntary Life
- Cancer Assist
- Accident
- Whole Life
- Flexible Spending Account (FSA)
- Dependent Care Account
- MASA Emergent Care

HEALTH BENEFITS FOR EMPLOYEES (no cost to employee)

- 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 different problems. Employee is eligible for up to 6 counseling sessions per year. There is no cost to the employee.
- Employee Health Clinic: The clinic's primary care services are NO-COST for all City of Madisonville employees and their immediate family members.
- Employee Wellness Platform: This program allows employees to participate by completing wellness-related activities for which they earn points. Employees are rewarded based on the level of participation.

RETIREMENT

County Employees Retirement Plan (CERS): **REQUIRED**

- All full-time employees are required to join CERS
- Anyone hired after January 1, 2014, is considered a Tier 3 contributor (cash balance plan)
- Tier 3 members contribute a set percentage of their credible compensation each month to their account as required by KY law
- Tier 3 employees receive an employer contribution called an Employer Pay Credit that is deposited into their account

Deferred Compensation: **VOLUNTARY**

- All full-time employees are eligible to participate in the city's Deferred Compensation Plan
- This is a voluntary supplemental retirement program that allows the employee to have part of their salary withheld from each paycheck and invested for payment to you at the time of retirement or termination

PAID TIME OFF

All full-time employees are granted paid time off in the form of vacation, personal time, sick leave, and holiday pay.

Vacation: Vacation accrual is based upon years of service. Vacation time begins to accrue on the 1st day of the month following the hire date.

- 1-5 years of employment = 2 weeks per calendar year
- 6-10 years of employment = 3 weeks per calendar year
- 11-24 years of employment = 4 weeks per calendar year
- 25+ years of employment = 5 weeks per calendar year

Sick Leave: Sick leave time begins to accrue on the 1st day of the month following the hire date.

- Full-time employees accrue 8 hours of sick leave credit for each month of service
- Can accrue up to 960 hours maximum

Personal Leave Time: Full-time employees receive two paid personal leave days every year on January 1.

- Hire dates between January 1 – June 30, receive two personal days
- Hire dates between July 1 – September 30, receive one personal day
- Hire dates between October 1 – December 31 will not receive personal leave time until January 1 of the next year
- Any unused personal days will expire at the end of the calendar year

Holidays: The city observes twelve paid holidays per calendar year. Included are:

- New Year's Day
- Martin Luther King's Day
- President's Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Veterans Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve
- Christmas Day