



# LEXINGTON-FAYETTE COUNTY HEALTH DEPARTMENT **EMPLOYEE BENEFITS SUMMARY**

## **ELIGIBILITY**

Full-time and part-time employees are eligible to participate in Lexington-Fayette County Health Department benefit plans, including paid time off.

## **MEDICAL INSURANCE**

Four medical plans are offered, so you can select the coverage that best meets your needs. Two plan options include an employer-funded health reimbursement account.

## **MEDICAL WAIVER BENEFIT**

Employees who waive medical coverage are eligible for an employer-funded health reimbursement account that receives \$175 per month.

## **EMPLOYEE ASSISTANCE PROGRAM**

Employees are eligible for free, confidential counseling sessions (8 visits per year with a maximum of 16 visits for the whole family).

## **DENTAL INSURANCE**

Enhanced and Basic Plans offered.

## **VISION CARE INSURANCE**

Vision insurance provides coverage for eye exams, frames, lenses, and contacts.

## **LIFE AND DISABILITY**

Eligible employees receive \$10,000 life insurance plan and long term disability after 6 months of employment. Employees are given the option to purchase additional life insurance and short term disability at group rates.

## **CAFETERIA PLANS**

We offer tax deferred FSA and Dependent Care accounts.

## **GO 365 WELLNESS PROGRAM**

Employees earn wellness points that can be redeemed for bucks and spent on items in the Go365 Mall.

## RETIREMENT BENEFITS

**Kentucky Employees' Retirement System:** New benefit eligible employees will participate in a defined benefit pension plan known as the Cash Balance Plan. The account earns 4% interest on both the member contributions and the Employer Pay Credit Balance at the end of each fiscal year. When the member is eligible to retire, the retirement benefit is calculated based on the member's accumulated account balance.

**KY Deferred Compensation:** Employees may participate in supplemental retirement plans such as tax deferred 401K, Roth 401K, 457, Traditional IRA, and Roth IRA accounts.

## PAID HOLIDAYS

Employees are given 11 paid holidays per year. If there is a presidential election during the year employees receive 12 paid holidays that year.

## PAID ANNUAL LEAVE

Full-time new hires receive 12 annual days per year. The accrual amounts increase by years of service. The accrual amounts depend on the employee pay status.

## PAID SICK LEAVE

Full-time new hires receive 12 sick days per year. After completing probation, employees may use 2 days of sick time as personal days each year. After 10 years of service, employees are given 10 bonus days of sick leave.

## TUITION REIMBURSEMENT

Eligible employees may receive up to \$2,500 per fiscal year.



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helping lexington be well. this *is* public health.