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

Classic, Premium, and Investor plans offered. The Investor Plan includes an HSA account that has employer contributions of $1,596 annually for single coverage.

BUY BACK BENEFIT

This benefit is offered to employees who waive our insurance coverage. 100% employees receive $200 monthly. 80% employees receive $160 monthly. 50% employees receive $100 monthly.

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.

EYE MED

This is supplemental vision insurance that employees can purchase to use along with vision benefits included in our medical insurance plans.

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.

WELLNESS PROGRAM

Employees earn points that can be redeemed for cash, gift cards, time off, credit towards health insurance premiums, and deposits to HSA accounts.

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 employees start accruing at 7 or 7.5 hours per month. The accrual amounts increase by years of service. The accrual amounts depend on the employee pay status.

PAID SICK LEAVE

Full time employees accrue 3.5 or 3.75 hours per month. 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.

LEXINGTON-FAYETTE COUNTY HEALTH DEPARTMENT
650 NEWTOWN PIKE | LEXINGTON, KY 40508
859-252-2371

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www.lexingtonhealthdepartment.org

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