Scott County Government – EMPLOYEE BENEFITS SUMMARY

Regular full-time employees are eligible to enroll in the health plan Scott County Government provides by contacting the Human Resources Office. The following information on the plans is not all inclusive. It is the employee's responsibility to enroll and become familiar with the benefits, limitations and options. Please review each benefit for any additional qualifications for eligibility.

Health Insurance

We currently offer one PPO health insurance plan option with Anthem/Blue Cross and Blue Shield. The plan includes vision care insurance through Blue View Vision. The bi-weekly premiums for the plans are listed below and are deducted from gross wages. Coverage begins on the first day of employment.

Carrier	Coverage	(Premium per bi-weekly pay period)			
		Employee Only	Employee+ Spouse	Employee+ Child(ren)	Family
Anthem	Health	$13.00	$78.24	$68.74	$133.98
	Vision (if enrolled in health plan)	*Included with health plan*	*Included with health plan*	*Included with health plan*	*Included with health plan*
Delta Dental	Dental PPO+Plan	Employee Only	Employee+ Spouse	Employee+ Child(ren)	Family
		$14.71	$26.11	$27.22	$41.58

Dental Insurance

Employees may participate in the Delta Dental plan on a voluntary basis. The plan premiums can be viewed above.

Retirement Plan

All regular full-time employees who begin participation with the County Employee Retirement System (CERS) on or after January 1, 2014 contribute to the cash balance plan as a Tier 3 member. Individuals employed in nonhazardous occupations must contribute 5% of creditable compensation and the County provides a 4% employer credit. Individuals employed in hazardous occupations must contribute 8% of creditable compensation and the County provides a 7.5% employer credit. When a member reaches 60 months of service credit, the member is considered to be vested.

Members participating prior to September 1, 2008 and in the Tier 1 retirement plan and members participating on or after September 1, 2008 up to December 31, 2013 are in the Tier 2 retirement plan. Details on these two plans can be found at https://kyret.ky.gov.

Supplemental Retirement Contributions

Regular employees can elect to make additional voluntary retirement contributions with Kentucky Deferred Comp. In general, employees place part of their pre-tax earnings into their voluntary retirement account by payroll reduction.

Term Life and Accidental Death and Dismemberment Insurance

The County provides life and accidental death and dismemberment benefits. Benefits include one-time base annual base pay for term life amount and an additional one-time annual base pay for accidental death and dismemberment. An eligible employee must work full-time in a regular position. An individual may also purchase additional voluntary coverage up to five times salary.

Long-term Disability Insurance

The County provides long-term disability insurance to full-time employees. The plan will pay 60% of wages up to $6,000 after completion of a 180-day elimination period.

Section 125 Plan

Employees are automatically enrolled in the premium conversion account, which permits an employee to pay any out-of-pocket health or dental premiums with pre-tax dollars. The Section 125 plan also has two flexible spending accounts; (1) health care reimbursement account, and (2) dependent care reimbursement account. These accounts permit an employee to set aside earnings on a pre-tax basis for expenses.

Holiday Leave

Holidays	
New Year's Day	Election Day (for Presidential Elections)
Dr. Martin Luther King, Jr. Day	Veteran's Day
½ Day for Good Friday	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Juneteenth	Christmas Eve
Independence Day	Christmas Day
Labor Day	New Year's Eve

Vacation Leave

Regular full-time employees shall earn vacation leave according to the schedule listed below.

Years of Service	Vacation Leave earned per year in days	Vacation Leave earned **per year** in hours (35 hours/week)	Vacation Leave earned **per year** in hours (40 hours/week)	Vacation Leave earned **per year** in hours (56 hours/week)
0 to 4	12	84	96	144
4+ to 10	15	105	120	180
10+ to 15	18	126	144	216
15+	20	140	160	240

Sick Leave

Regular full-time employees shall earn sick leave each month according to the schedule listed below.

Hours Worked Per Week	Sick Leave Awarded Per Month in Hours	Sick Leave Awarded Per Year in Days
35	7	12
40	8	12
56	12	12