

**BENEFITS SUMMARY****EFFECTIVE JANUARY 2012**

Retirement Pension	The City participates in the CERS (County Employee Retirement System), under the KRS (Kentucky Retirement System). Contribution Rates: Employer contribution rates change every year and increased substantially over the past decade FY2012 rates are: Employer: Non-Hazardous .189600% Hazardous Duty .357600% Employee: Non Hazardous 5% (6% if joined CERS since 9/1/2008) Hazardous 8% (9% if joined CERS since 9/1/2008)
KY Deferred Compensation	Employee contributed plan to 401(k), 457 or Roth IRA.
Health Insurance	Self-insured medical insurance program. Employee premiums are established by the City. The City pays most of the employee's premium and a major portion of the premium for dependent coverage. The employee's portion of the premium is deducted from their paycheck each pay period. The payroll deduction is tax deferred. <u>Plan Design Overview</u> <ul style="list-style-type: none"> <li>• \$1,000 annual deductible per covered member up to maximum of \$2,000 annual deductible per family in-network</li> <li>• Network benefits pay at 80% until annual out-of-pocket maximum of \$2,000 individual/\$4,000 family is reached</li> <li>• \$20 office visit co-pay, \$20 laboratory co-pay</li> <li>• Wellness Exams 100% for covered members</li> <li>• Out-of-network benefits are also available.</li> </ul>
Pharmaceutical Coverage	4-tier co-pay system <ul style="list-style-type: none"> <li>• \$5 co-pay for certain over-the-counter drugs</li> <li>• \$10 co-pay for generic drugs</li> <li>• \$20 co-pay for brand names on the formulary list</li> <li>• \$50 co-pay for brand names not on the formulary list</li> </ul>
Life Insurance	\$25,000 furnished by the City.
Cancer Insurance	Furnished for employee by the City of Henderson.
Supplemental Life & Cancer Insurance	Additional insurance available at group rates for employee, spouse, and dependents. Employee paid plan.
Dental Insurance	Employee paid plan.
Short/Long Term Disability Insurance	Insurance available at group rates. Employee paid plan.
Workers' Compensation Insurance	Provided by the City.
Flexible Spending Accounts	Accounts available for out-of-pocket medical or day care expenses.
Educational Assistance	After 12-months continuous employment employees are eligible to participate in the reimbursement program.
Emergency & Bereavement Leave	Up to 24 working hours paid time off for death or serious unforeseen medical emergency of immediate family member.
Employee Assistance Program	Confidential short-term counseling available to employees and dependents free of charge.
Court Duty	Leave granted with pay for time necessary to perform jury duty or such duty for court in action related to City employment.
YMCA Membership	Discounted rate – employee paid.
Payroll Direct Deposit	Payroll checks deposited directly into the account of your choice. Convenient and safe.
Vacation	Full-time accrue 80 hours per year with 8 additional hours for each year of employment over 5 years to a maximum of 160 hours accrued annually (capped at 320 hours). Part-time accrue on a pro-rated basis per budgeted hours. Full-time Police accrue 120 hours per year with 8 additional hours for each year of employment to a maximum of 160 hours accrued annually (capped at 320 hours). Full-time Firefighters accrue 120 hours per year with 12 additional hours for each year of employment to a maximum of 240 hours accrued annually (capped at 480 hours). Accrued vacation leave may be taken after completion of 6 months with satisfactory performance evaluation.
Holidays	10 paid holidays per year. New Year's Day – Martin Luther King Jr. Day – Good Friday – Memorial Day – Independence Day – Labor Day – Thanksgiving Day – Friday after Thanksgiving – Christmas Day – Day before or after Christmas (determined by the City Manager)
Paid Sick Leave	<ul style="list-style-type: none"> <li>• Accrue 8 hours per one month of employment for a total of 96 hrs/year (capped at 1,920 hrs)</li> <li>• Upon full retirement from the City - pay for sick days is at the rate of 1 day's pay for each 4 unused days of accrued sick leave. Retirement/Sick day conversion plan is also available (up to 6 months).</li> </ul>
Military Leave	Members of the National Guard, Military Reserve, or KY Militia are eligible for up to 15 paid days for required military training exercises.