

# LAKE CUMBERLAND DISTRICT HEALTH DEPARTMENT

## FULL-TIME EMPLOYEE BENEFITS

### WORK / LIFE BALANCE

Work-life balance is an important aspect of a healthy work environment. Maintaining work-life balance helps reduce stress and helps prevent burnout in the workplace.



Lake Cumberland District Health Department offers:

- 5 day work week (Monday-Friday) (8:00 a.m. - 4:30 p.m.)\*
- 11 1/2 paid holidays
- Paid annual leave accrual (12 days per year)\*\*
- Paid sick leave accrual (12 days per year)
- Compensatory overtime accrual (if eligible)

\*Some overtime may be expected. Flexible hours may be available.

\*\* Annual leave accrual increases with years of service (see handbook).

### INSURANCE

Employees of Lake Cumberland District Health Department are covered through the Kentucky Employees Health Plan. The plan offers:

- Group Life Insurance - Employer-paid \$20,000 term life
- Group Dental - Employer paid - Silver Single level
- Group Health Insurance
- Group Vision Insurance



### RETIREMENT



Your future security and ability to reach your retirement goals are important to us. The Kentucky Public Pensions Authority (KPPA) is a defined benefit plan, providing a guaranteed payout at retirement. There are also disability and death benefits available to KPPA members and their beneficiaries.

Employer contribution is 8.50% of gross compensation.

Employee contribution is 6% of gross compensation.

### TRAVEL REIMBURSEMENT

Staff are reimbursed for agency related travel in accordance with the administrative policy manual standards under authority of applicable standards.



### PROFESSIONAL DEVELOPMENT

We believe in upskilling! Improve your skills or develop new ones through our paid monthly Lunch and Learns or take advantage of our Employee Tuition Assistance Program.

- Our employees often qualify for federal student loan forgiveness programs. See HR for more information



### OPPORTUNITY FOR ADVANCEMENT

Advancement opportunities through allowable personnel policies and procedures in accordance with the Merit System regulations and administrative guidelines.



### ADDITIONAL BENEFITS

Our staff's physical and mental well-being is important to us. That's why we offer the additional programs through our KEHP insurance plans:

- Free telehealth visits
- Smoking Cessation Program
- Employee Wellness Program
- Employee wellness program incentives
- SmartShopper
- ReThink
- Future Moms Program
- Smoking Cessation
- Company swag
- Free behavioral telehealth visits
- Why Weight KY - free weight loss program
- Hinge - free pain management and physical therapy program
- Additional value benefits for KEHP insured individuals with COPD, Asthma, or Diabetes.
- Sick leave sharing
- Employee recognition program
- Employee Health Fairs

