

THE BELOW AND ATTACHED INFORMATION IS SUBJECT TO CHANGE



FULL-TIME EMPLOYMENT WITH THE CITY OF OWENSBORO

- ◆ Health insurance (see attached for summary of benefits and rates)
- ◆ Wellness program (by participating in this program, you may be able to reduce your monthly health insurance premiums by up to \$25/month (up to \$45/mo effective January 2003); this program also allows for free single regular membership to the Family Y, or equivalent cost to another health facility)
- ◆ Life Insurance (premium is paid 100% by employer; coverage is twice employee's annual salary rounded to nearest thousand)
- ◆ State retirement (CERS) (Employees pay a percentage of their gross income, and it is tax-deferred; Employer pays a percentage in excess of matching)
- ◆ Deferred Compensation (both a 457 and 401k plan available)
- ◆ Vacation (see attached; must be employed 6 months before using vacation)
- ◆ Holidays (for eligible employees) include New Years Day, Martin Luther King Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and the day after, Christmas Eve and Christmas
- ◆ Sick time (accrue 8 hr/mo)
- ◆ Attendance Incentive (annual cash incentive every December compensating you for unused sick hours accrued in excess of 800)
- ◆ Service Recognition Award (cash award every 5 years of service — starts at \$250, then increases in \$250 increments)
- ◆ Compensatory time (for exempt employees only)
- ◆ Education Tuition Assistance (per policy)
- ◆ Employee Assistance Program (free, confidential counseling for employee and family members)
- ◆ Supplemental Insurance plans such as cancer, accidental, dental, etc.
- ◆ Premium Conversion Plan (allows you to pre-tax health insurance and other qualifying premiums)
- ◆ Medical Reimbursement Plan (allows you to pre-tax certain medical expenses not covered by health insurance, such as braces and other dental costs, eyeglasses, etc.)
- ◆ Dependent Care Reimbursement Plan (allows you to pre-tax certain expenses due to child care)
- ◆ Ongoing training and development programs (internal and/or external programs)
- ◆ Mentoring program (allows you to learn from a mentor you select from within the organization to gain valuable knowledge and skills — or you can be a mentor)
- ◆ Audubon Federal Credit Union (payroll deductions, checking, savings, etc.)
- ◆ Free Parking
- ◆ Direct Deposit (mandatory participation for new hires after July 1, 2000)
- ◆ Uniform allowance (for eligible positions)
- ◆ Employee Events (Corporate Challenge, Charity Walks, Annual Health and Benefit Fair, etc.)
- ◆ Family and Medical Leave program
- ◆ Temporary Limited Duty
- ◆ Bereavement Leave