

Fiscal Year 2026-2027 Benefits Summary for PDS Employees

- **Health insurance coverage (including a flexible spending account that staff can fund pre-tax):** The plan has no deductible and a maximum out-of-pocket expense of \$9,200 for single and \$18,400 for all other levels of coverage.
 - Spouses with the option for health insurance coverage through their own employers are not eligible for coverage through PDS. Employees are responsible for nine percent of the monthly premium.
 - PDS offers free voluntary biometric screening at the Premise Health Clinic from July through December. Employees can participate and earn discounts on their premium contributions of between ten and sixty percent.
 - PDS will provide a cash incentive to an employee who opts out of its health insurance plan or chooses a coverage level less than that for which he/she is eligible.
- **Dental insurance:** preventative and basic services are covered at 100 percent after a \$15 co-pay. All other services are covered at 50 percent after a \$15 co-pay. The maximum annual benefit is \$1,500.
- **Vision insurance:** each employee will be reimbursed up to \$350.00 every two years for an eye exam, glasses, contact lenses, and prescription sunglasses.
- **Life Insurance:** \$40,000 provided at no cost to the employee. Additional supplemental life insurance may be purchased for employees, spouses, and dependent children.
- **Short term disability insurance:** provided at no cost to the employee.
- **Long term disability insurance:** provided at no cost to the employee.
- **On-site Health Clinic:** all medical plan participants over the age of 5years can access medical care at no cost to the employee.
- **Employee Assistance Program:** confidential assessment and counseling up to 12 visits, provided at no cost to the employee.
- **Critical Illness / Accident Insurance:** employees can purchase additional insurance to provide financial stability in the event of critical illness or accident.

- **County Employees Retirement System (CERS):** employee contribution is 6% on a pre-tax basis. PDS contribution is 17.43%.
- **Deferred Compensation Plan administered by Kentucky Deferred Compensation:** a voluntary savings program is available that allows employees to set aside a portion of their income on a pre-tax basis to supplement retirement benefits.
- **Holidays:** eleven paid holidays per year, may vary from year to year.
- **Birthday Leave:** eight hours paid time off to use during employee's birth month.
- **Paid Time Off (PTO):** employees who work 40 hours per week (80 hours per pay period) gets an allotment of 176 hours per year, upon hire. After 4, 9 and 14 years of service the allotment increases to an additional 40 hours of PTO. Part-Time Employees earn PTO at a pro-rated rate.
- **Paid Parental Leave:** eligible employees receive up to 40 hours of paid time off in the event of the birth or adoption of a child.
- **On-Site Workout Facility:** for employees to use, when not working.
- **Vehicles:** eligible employees will be issued a vehicle for PDS business purposes.
- **Work Boots:** eligible employees will receive a reimbursement of up to \$200 for approved OSHA compliant work boots.
- **Clothing Allowance:** employees will receive an allotment to purchase PDS approved clothing.