

COURT OF JUSTICE Benefit Listing

A benefit employee may be a part time or full time employee whose position is classified as a benefit position and who meets the 100 hour minimum monthly requirement. This listing is current and reflects updates by KRS, but this list may change or update at any time. The Court of Justice Personnel Policies and updates supersede any item on this list. For specific questions, please contact the AOC Department of Human Resources at 502-573-2350 or COJHR@kycourts.net

Health Insurance	State pays fixed amount, employee pays additional options. Coverage effective first day of the second employment month. (Example: Hired date is July 1st insurance will begin September 1.)
FSA	Flexible Spending Account – Medical and/or Daycare available at employee cost
HRA	Health Reimbursement Account- Available as an insurance option plan and if the employee waives health insurance coverage
Life Insurance	State provides: \$20,000 term. Optional available for purchase. Effective first day of the second month.
Optional Insurance	Dental, vision etc. Available at additional employee costs. See below for partial listing
Retirement (KERS) (CERS)	(For non-hazardous duty) state provides at the rate determined by the Board of Trustees--currently 10.01%. (KRS 61.565). Employee provides 5.00% (For non-hazardous duty) state provides at the rate determined by the Board of Trustees—currently 13.5%. Employee provides 5.00%
KECC	Kentucky Employees Charitable Campaign – employees may donate through payroll deduction to 6 charities serving the communities of the Commonwealth
Annual Leave	Amount increases by years of service; Full time employees 7.5 hours per month, first 5 years. Part time employees 5.0 hours per month. Employee must meet work hour requirements to be eligible for leave accrual
Sick Leave	After 10 yrs.-10 bonus days. After 20 yrs - additional 10 bonus days. No limit on accumulation- Full time employees 7.5 hours per month. Part time employees 5.0 hours per month. Employee must meet work hour requirements to be eligible for leave accrual

Jury Duty	Granted with pay if not an employee-initiated action
Military Leave	Ten paid days per year
Compensatory Time	Paid leave for hours worked over 37.5 a week
Holidays	11.5 days a year (12.5 for Presidential Election). If holiday is on Sunday, then Monday off; if on Saturday, then Friday off
Social Security	Contribution (6.2% of salary) by employee and employer
Deferred Compensation	Deductions from employee's earnings and places in a qualified retirement plan, such as a 401(k)
Voting Leave	4 hours voting leave
Flex Time	Scheduling is available, requires approval of supervising authority
Probationary Increment	New hires to tenured positions eligible for 5% probationary increment after 6 months (% dependent on biennial budget bill)
Annual Increment	A tenured employee receives an annual increment the first month after the 1 year anniversary date from their probationary increment. A non-tenured employee receives an annual increment the first month after the 1 year hire anniversary date. The % of the annual increment is dependent on the biennial budget bill; current 1% for FY09 and FY10).

ADDITIONAL OPTIONAL INSURANCES

Available for employee paycheck deductions

- **Accidental Death & Disability**
- **Vision and Dental**
- **Cancer**
- **Life**
- **Personal Sickness & Intensive Care**
- **Long & Short Term**
- **Heart**

- **Critical Illness**
- **Non Insured Wellness Plans**
- **Heart & Stroke & Hospital Indemnity**
- **Legal Services**

(All optional insurance is payroll deductible; information is available for Dental/Vision, for other insurance listed you will need to contact the carrier for more information and enrollment. More available upon request)
<http://personnel.ky.gov>

Some Highlighted Changes to:

The Kentucky Retirement System, Effective September 1, 2008 (<http://www.kyret.com>)

New Employees after 09/08:

Employee Contribution:

5% to defined benefit pension (refundable w/interest)

1% to health Insurance (non refundable)

6% Total

Retirement Age: Unreduced Benefit

Rule of 87: Age + service must equal 87 years at retirement except that the employee must be at least 57 years of age to retire under this provision or Age 65 w/ 5 years of service.

Retiring Employees after 09/08:

STATE LAW REQUIRES THAT THE RETIREE AND EMPLOYER NOTIFY THE SYSTEMS IF THE RETIREE IS GOING TO ACCEPT EMPLOYMENT WITH AN AGENCY PARTICIPATING IN THE KENTUCKY RETIREMENT SYSTEMS, INCLUDING WORKING IN A NON-PARTICIPATING POSITION OR AS AN INDEPENDENT CONTRACTOR

Notable changes:

- The KRS Form 6751 will now be required for all employees, regardless of age, at the time of *reemployment*, not at the time of *retirement*.
- There is no longer an exemption to the law for those retirees who have attained normal retirement age.
- KRS will no longer consider whether or not the retiree is returning to a position with the same principal duties.

Health Insurance:

- If the retiree has an initial participation date with KRS prior to September 1, 2008, but is reemployed on or after that date in a participating position and has elected health insurance coverage through KRS, the agency will be required to reimburse KRS for the contribution made for single coverage Health Insurance for the retiree.
- If the retiree has an initial participation date with KRS after September 1, 2008 and is reemployed after retirement in a regular full-time position, the employee will not be eligible for health insurance coverage through KRS and will be required to take health insurance coverage through his employer during the period of reemployment.

Returning to employment as an independent contractor, with a private leasing company or with a temporary staffing agency: These situations will be evaluated by KRS on a case by case basis.