



Full-Time Position Benefits & Perks Overview

DAY ONE

- Eligible for **workers' compensation benefits**
- **Holiday pay** – if a recognized holiday falls during the Introductory Period, new full-time employees are eligible for up to 8 hours of holiday pay
- **PTO Accrual** – eligible to receive the 1st of the month 8-hour PTO accrual
- **Paid Holidays**
 - New Year's Day
 - Martin Luther King Day
 - President's Day
 - Memorial Day
 - Juneteenth
 - Independence Day
 - Labor Day
 - Veteran's Day
 - Thanksgiving Day & Day Following Thanksgiving
 - Christmas Eve and Christmas Day
 - New Year's Eve

UPON THE FIRST OF THE MONTH FOLLOWING 30 DAYS OF EMPLOYMENT

- **Medical Insurance** – NJCPR pays the premium for employee coverage, premium costs for employee family members is deducted pre-tax from an employee's paycheck
- **Dental Insurance** – NJCPR pays the premium for dental insurance for the employee and their family
- **Flexible Spending Account (FSA)** – employees are eligible to participate in FSAs as pre-tax deductions
- **EAP** – employees and their immediate family members are eligible to use the services provided by the Employee Assistance Program
- **Life Insurance & Accidental Death & Dismemberment Insurance** – NJCPR pays the premiums for this coverage
- **Aflac** - supplemental insurance is available at a group rate for employees to elect

UPON THE FIRST OF THE MONTH FOLLOWING 90 DAYS

- **Kentucky Public Pension Authority** – All full-time employees are automatically enrolled in the State pension plan with a 6% payroll deduction (or whatever the current rate is at the time for the retirement tier an employee is enrolled)
- **Kentucky Deferred Compensation** – employees are eligible to voluntarily participate in additional retirement savings via payroll deduction
- **PTO (Paid Time Off)** - Accrual pro-rated to date of hire at 6.6 hours per month, added to any available accrued PTO from 1st of the month accrual.