



Employee Benefits

Equal Opportunity Employer

Paid Time off

Three Rivers has a comprehensive paid time off benefit package that includes annual leave, sick leave, holidays, jury duty leave, and FMLA leave.

Insurance Coverage

Three Rivers has a wide range of health plan options offered through the Kentucky Employees Health Plan. We also have a wide range of optional dental, vision, and life insurance plans offered through the Kentucky Employees Health plan and other contracted insurances.

Retirement

Employees at Three Rivers receive a retirement pension plan offered and managed through the Kentucky Public Pension Authority.

Additionally employees are eligible to enroll with Kentucky Deferred Compensation for both pre and after tax plans.

Earned leave time

Each full-time employee earns the following leave time with each pay period.

Sick Time

- 3.5 every pay period

Annual Time (based on years of service)

- 0-5 yrs. - 3.5 hours per pay period (91 hours per year)
- 5-10 yrs. - 4.4 hours per pay period (114.4 hours per year)
- 10-15 yrs. - 5.2 hours per pay period (135.2 hours per year)
- 15-20 yrs. - 6.1 hours per pay period (158.6 hours per year)
- 20 yrs. or more - 7.0 hours per pay period (182 hours per year)

Other paid leave time

Paid holidays each year.

- Martin Luther King Birthday
- 1/2 day Good Friday
- Memorial Day
- Independence Day
- Labor Day
- Veterans Day
- Thanksgiving and the day after
- Christmas (two days)
- New Years (two days)

Civic or Jury duty leave.

Health Insurance

Three Rivers provides insurance with the [Kentucky Employee's Health Plan](#) offered through the Kentucky Personnel Cabinet. You have access to a variety of plan options coverage for yourself, your children or your whole family. Have a spouse with KEHP coverage with children under 26 you can cross-reference and lower your costs.

Vision and Dental Insurance

As part of the Kentucky Employees Health plan, you have access to optional vision and dental insurance. Additionally, Three Rivers offers dental and vision coverage through other carriers for your convenience and flexibility.

Life Insurance

Three Rivers pays for a single life insurance policy for each employee for a total coverage of \$20,000 at no cost to you.

Optional and dependent life insurance is also available through a variety of Three Rivers contracted carriers and the Kentucky Employee's Health plan.

Retirement

Three Rivers has a variety of options for your retirement planning. All full-time employees are guaranteed a public pension managed & operated by the [Kentucky Public Pension Authority](#). Contributions are made by both Three Rivers and the employee. Employee contribution rates are:

- Tier 1 - 5% (pre-tax)
- Tier 2 - 6% (pre-tax)
- Tier 3 - 6% (pre-tax)

Employees are also eligible to start a personal retirement plan with the [Kentucky Deferred Compensation](#) for both pre and post-tax plans.

- 457(b) Plan - tax deferred
- 401(k) Plan - tax deferred
- Traditional IRA - tax deferred

- Roth 457(b) Plan - after-tax
- Roth 401(k) Plan - after-tax
- Traditional IRA - after-tax

Employees are also eligible to participate in the [Commonwealth Credit Union](#) as an employee of a quasi-state agency.