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Mary Elizabeth Bailey
SECRETARY

MEMORANDUM

PERSONNEL MEMO 24-19

To: Constitutional Officers
Cabinet Secretaries
Agency Heads
Human Resource (HR) Administrators

From: Mary Elizabeth Bailey, Secretary

Date: October 28, 2024

Re: **First Day Health Insurance for New Hires and Team Kentucky Internship Program**

As we continue to position State Government as the employer of choice in the Commonwealth, the Personnel Cabinet will implement the following initiatives:

- Effective October 28, 2024, the Personnel Cabinet will launch the Team Kentucky Internship Program (TKIP). All Executive Branch agencies will have the ability to participate in this program. All internship positions will be paid in accordance with [PM 24-16](#). Interns who successfully complete all requirements of the program will be awarded interview preference for future job opportunities within the Executive Branch.
- Effective, January 1, 2025, new state government employees will be offered health insurance coverage on the first day of employment whereas historically, coverage for new hires has begun on the first day of the second month from an employee's date of hire. Exclusions during this initial phase of implementation include: Property Valuation Administrators (PVA) and County Fees.

Detailed guidance for implementing these initiatives, is forthcoming to agency human resource (HR) offices.