



## Employee Benefits at a Glance

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### Retirement

KPERS membership becomes effective immediately upon hire. The employee contributes 6% each pay period. The County also contributes a percentage of the employee's salary as determined by the state legislature each year. The employee's contribution is not subject to federal income tax. Retirement benefits are determined by the number of years of service and final average salary. Employees participating in KPERS are covered by a life insurance policy equal to 1.5 times their annual salary.

### Vacation Leave

Regular Full-Time	
Years of Service	Vacation Hrs/Month
1 Year or Less	4
1-5	8
6-10	10
11-15	12
16 years or more	14

Regular Part-Time	
Years of Service	Vacation Hrs/Month
2 Year or Less	2
2-5	4
5 years or more	6

### Paid Holidays

New Year's Day	(January 1)
Martin Luther King Day	(third Monday in January)
Presidents' Day	(third Monday in February)
Good Friday	(Friday before Easter - 1/2 day)
Memorial Day	(last Monday in May)
Independence Day	(July 4)
Labor Day	(first Monday in September)
Veterans' Day	(November 11)
Thanksgiving	(fourth Thursday in November)
Day after Thanksgiving	
Christmas	(December 25)

Hourly employees who work the holiday will be paid at the rate of time and one-half for the hours that are worked and receive their holiday pay.

### Sick Leave

Regular full-time employees earn 8 hours per month worked for sick leave. Regular part-time employees earn 2 hours per month worked for sick leave. Employees can request use of paid sick leave as earned. Unused sick leave benefits will be allowed to accumulate until the regular full-time employee has accrued a total of 576 hours of sick leave benefits; 288 hours for regular part-time employees. At the end of each calendar year, the county will "buy back" unused sick leave accumulated over 480 hours for full-time and 240 hour for part-time employees. Employees will be compensated for all unused hours over 480 / 240 at a percentage of their current salary. Although the percentage may be adjusted by the Commission, it will generally be no more than 25%.

### Discretionary Time

Regular full-time employees receive 8 hours per year and regular part-time employees receive 4 hours per year. Sheriff's office personnel working 42.5 hours per week before overtime will have a full 8.5 hours. The employee must be employed on January 1<sup>st</sup> of the calendar year to be eligible for award of discretionary time.

### Bereavement Leave

Regular full-time and part-time employees will be allowed five days of bereavement leave upon the death of a spouse, child, or parent. Three days of bereavement leave will be provided to regular employees upon the death of a grandparent, sibling, grandchild, dependent member of household, including spouse's family as listed. For bereavement leave, one day leave will be considered equal to the normal work day of the employee.

### Longevity Pay

Once an employee has reached 5 years of continuous service, that employee will be rewarded longevity in the amount of \$3.00/mo. of service ( $\$3.00 \times 12 \times 5 = \$180.00$ ). Part-time employees will be awarded \$1.50/month.

## Health, Dental, & Vision Insurance

Regular employees are eligible for health, dental & vision care benefits at the first of the month following 30 days of employment. The county's insurance coverage is through the State Employee Health Plan and rates are governed by the Kansas Health Policy Authority.

**State Employee Health Plan Options:** Plan A; Plan C, J, N and Q with Health Savings Account

### Health Plan Vendors:

Aetna  
Blue Cross and Blue Shield of Kansas

Each option is designed differently (for example, deductibles, coinsurance, and annual maximums) and each health plan vendor offers unique features

**Dental Coverage** is Optional for any dependent covered by the medical plan

**Vision Coverage** is Optional for any dependents, regardless of medical coverage.

## Flexible Spending Account

Employees have the option to participate in Health Care and Dependent Care Spending Accounts that provide pre-tax savings.

## Optional Group Life Insurance

Employees have the option of electing employee, spouse, and child coverage in the following amounts:

Employee – Up to \$400,000 (available in \$5,000 increments)  
Spouse - \$5,000 to \$100,000 (\$5,000 increments)  
Child - \$10,000 or \$20,000

## HealthQuest Wellness Program

State and Non State benefits eligible employees and their covered spouses who are enrolled in the medical portion of the State Employee Health Plan are eligible to participate in the HealthQuest health and wellness program. Enrolled employees and spouses can earn a premium incentive discount. For Plan Year 2018 employees and spouses enrolled in any plan who complete the required health assessment questionnaire (HA) and earn a total of 40 credits by December 31, 2018, will receive a premium incentive discount. For member only or member and child(ren) coverage tiers, when the employee earns 40 credits including completing the HA, they will earn a \$480 premium incentive discount on Plan Year 2019 premiums. For Employee/Spouse and Family tiers, the employee and their covered spouse will each need to earn 40 HQ credits and complete the HA during PY 2018 to get the full \$480 during PY 2019. If only one individual completes the requirements, the premium incentive discount will be \$240. Please note that completion of the Health Assessment (HA) is required as part of the 40 credits needed to earn the HealthQuest premium incentive discount.

In addition to HQ credits, employees and their covered spouses who are enrolled in Plans C, N, J or Q are also eligible to each earn up to \$500 in contributions into the employee's HSA/HRA. Members are able to select from a wide variety of programs to earn credits and/or dollars as well as Naturally Slim, a specialized weight management program. Webinars will be hosted in late October to review the HealthQuest Rewards Program.

## Deferred Compensation

Employees have the option to participate in this voluntary 457(b) deferred compensation plan.

- \* Choose your contribution amount and level or risk.
- \* Change your contributions or stop anytime.
- \* Make contributions before taxes are deducted.

Contributions are automatically deducted from your pay, and you can get started with as little as \$12 per pay period.

## Wireless Discounts

### Verizon Wireless Discount:

- \* 18% discount off the single highest price on the account
- \* 25% off all eligible accessories

### Nex-Tech Discount:

- \* 10% discount on wireless services

## Payroll Deduction Options

- \* Aflac
- \* Club 1 Fitness
- \* Anytime Fitness
- \* United Way

## 2018 Monthly Rates for State of Kansas Non State Employees \*\*

Employee Category	PLAN A	PLAN C	PLAN Q	PLAN N	PLAN J	Delta Dental	Surency Vision		Monthly
	Aetna/BCBS	Aetna/BCBS	Aetna/BCBS	Aetna/BCBS	Aetna/BCBS		Basic	Enhanced	Jan 1 2018 Employer
Full Time									
Employee Only	79.56	68.44	54.17	48.12	108.31	12.60	3.96	7.79	671.16
Employee + Spouse	454.08	248.80	191.15	171.71	310.28	29.82	7.75	15.37	1,175.81
Employee + Children	248.27	132.27	100.72	91.12	188.28	26.40	7.00	13.86	1,175.81
Employee + Family	810.63	428.46	361.76	306.14	531.83	43.55	10.81	21.49	1,175.81
Part Time									
Employee Only	239.71	106.47	80.97	71.93	135.11	22.23	3.96	7.79	523.52
Employee + Spouse	707.02	323.22	244.49	219.63	363.62	43.84	7.75	15.37	919.17
Employee + Children	405.33	181.66	136.81	123.78	224.37	39.51	7.00	13.86	919.17
Employee + Family	1129.07	515.30	436.24	369.18	606.32	61.23	10.81	21.49	919.17

\*\* Base rate

Note: Employer rate includes both the medical and dental contributions. The HSA contribution is included in the Employer rate.