

## Benefits Summary – 2017

### *Health Insurance Coverage – Major Medical and Dental*

- **Eligibility:** All full-time employees, elected officials and part-time employees working at least twenty (20) hours a week.
- **Effective:** The first day of the month following the date of employment.
- **Medical:** No deductible or coinsurance on inpatient allowable charges. Major Medical deductible is \$300/\$600 with \$200/\$400 coinsurance each benefit period.
- **Dental:** Building block plan paying A at 80%, B at 50%, C at 50% and D at 80%.
- **Cost:** Employees enrolled in the plan will pay a premium as follows:  
Employee Only - \$30.66 – Employee/Spouse - \$116.50 – Employee/Children - \$110.37 – Employee/Family - \$122.63 (These amounts are deducted per paycheck)

### *KPERS Retirement*

(Kansas Public Employees Retirement System)

- **Eligibility:** All full-time employees, elected officials and part-time employees working at least twenty (20) hours a week.
- **Effective:** New participants with no previous membership and transfers are effective immediately.
- **Cost:** Both the employee and Finney County make contributions at rates established by the Kansas Public Employee Retirement System.

### *KPERS Life Insurance and Long Term Disability (LTD)*

- **Eligibility:** All full-time employees, elected officials and part-time employees working at least twenty (20) hours a week.
- **Effective:** The first day of employment.
- **Life Benefit:** Provides an insured death benefit of 150 percent of your annual rate of compensation.
- **LTD:** Monthly benefit based on 60 percent of your annual rate of compensation. To qualify, you must be totally disabled for 180 continuous days.
- **Cost:** The employer pays the entire cost of this program.

### *KPERS Optional Group Life Insurance*

- **Eligibility:** All full-time employees, elected officials and part-time employees working at least twenty (20) hours a week have **30 days** from their first day actively working in a covered position to apply for optional insurance.
- **Effective:** The first day of the calendar month following the end of the payroll period for which the agency deducts a premium.
- **Benefit:** Guaranteed issue with out a health physical is \$50,000.
- **Cost:** The employee pays the entire cost of this program.

## ***Deferred Compensation Programs – Empower Financial Services and NRS***

- **Eligibility:** All full-time and part-time employees working at least twenty (20) hours a week.
- **Effective:** The first day of the month following the date of employment. (\$12.00 min. per pay period)
- **Benefit:** A deferred compensation program, combined with your pension and other retirement savings, can help assure your retirement years are financially secure.

## ***Flexible Benefits Program (IRC Section 125)***

- **Eligibility:** All full-time and part-time employees working at least twenty (20) hours a week. Employees may enroll annually during open enrollment.
- **Benefit:** Plan administered by EMPOWER allows employees to pay for tax deductible dependent care and healthcare expenses through a salary reduction program. The plan offers significant income tax savings for participating employees.

## ***Additional Insurance Programs***

- **Benefit:** Other pre-tax and after tax life, short-term disability, cancer, ICU and accidental death policies are available to all regular employees. Additional informational packets are available upon request.

## ***Employee Leave***

- **Eligibility:** All full-time and part-time employees working at least twenty (20) hours a week accrue vacation and sick leave from the first day of employment, however, employees cannot utilize vacation leave until after successfully completing their six month probationary period.
- **Benefit:** Vacation and sick leave accrue at one day per month for full-time employees and one-half day per month for part-time employees working less than five years. The accrual rate increases at five-year increments for vacation pay. No more than 24 days of accrued vacation and 60 days of sick leave may be carried over from one calendar year to the next. The County has designated ten days as paid holidays including New Year's Day, Martin Luther King, Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day plus the day after, Christmas Eve and Christmas Day. Holidays that fall on a weekend will be reviewed by the Commission on the 1<sup>st</sup> Commission meeting. Example: Christmas Eve falls on a Saturday and Christmas Day falls on a Sunday. The office will be closed on Friday, December 23 and again on Monday, December 26<sup>th</sup>.

## ***Longevity***

- **Eligibility:** All full-time and part-time employees at the successful completion of every five-year increment of continuous employment with the County.
- **Benefit:** A longevity payment shall be five percent of an employee's salary for the twelve month period preceding the incremental anniversary date of employment.

## ***Other Benefits***

- Golf Memberships
- Payroll Savings
- Pre-Paid Legal Services
- YMCA Discount Membership
- GC & Holcomb Recreation Wellness Centers
- Employee Assistance Program (Compass Behavioral Health)

Revised 12/16/2016

Revised and Approved