

BENEFITS SUMMARY - 2023

HEALTH INSURANCE COVERAGE – MAJOR MEDICAL & DENTAL

ELIGIBILITY: All full-time & part-time employees working at least thirty (30) hours a week, as well as elected officials

EFFECTIVE: The first day of the **second** month following the date of employment

- **MEDICAL (BCBSKS)**

MAJOR MEDICAL (IND/FAMILY)

OPTION A: \$500/\$1,000 deductible with \$1,000/\$2,000 coinsurance each benefit period

OPTION B: \$1,000/\$2,000 deductible with \$1,000/\$2,000 coinsurance each benefit period

EMERGENCY

\$200 CO-PAY: Valid until admitted to hospital as inpatient per visit

TELEHEALTH

AMWELL: \$0 deductible and 100% employer paid

COST

Employees enrolled in the plan will pay a bi-weekly premium as follows:

OPTION A	Employee Only – \$41.54	OPTION B	Employee Only – \$20.00
	Employee/Child – \$167.12		Employee/Child – \$131.53
	Employee/Spouse – \$176.89		Employee/Spouse – \$139.16
	Employee/Family – \$257.77		Employee/Family – \$202.70

Employer bi-weekly plan contribution per employee as follows:

OPTION A	Employee Only – \$407.27	OPTION B	Employee Only – \$415.61
	Employee/Child – \$713.66		Employee/Child – \$722.92
	Employee/Spouse – \$756.10		Employee/Spouse – \$765.69
	Employee/Family – \$1,107.20		Employee/Family – \$1,120.96

*Shown on pay statement as information only

- **PHARMACY:** Prescription Drugs & Mail Order – The quantity per prescription shall be the greater of a 34-day supply or 100-unit dosage, if defined as maintenance drug.

BLUERX CARD: \$15/\$30/\$45 Pharmacy Drug Card

GENERIC MANDATORY: If you purchase a brand-name drug which has an available generic equivalent, you will be responsible for the difference in the allowable charge for the generic versus the brand.

- **DENTAL:** Building block plan paying either 80% or 50% depending on services.

COST

Employees enrolled in the plan will pay a bi-weekly premium as follows:

Employee Only – \$8.94
Employee/Child – \$15.86
Employee/Spouse – \$16.96
Employee/Family – \$23.87

Employer bi-weekly plan contribution per employee as follows:

Employee Only – \$9.01
Employee/Child – \$16.96
Employee/Spouse – \$17.09
Employee/Family – \$24.07

Revised October 2022

GROW WELL CLINIC (EMPLOYEE CLINIC)

ELIGIBILITY: Full-time & eligible part-time employees on the County health insurance are encouraged to visit the Grow Well employee clinic at no charge to the employee; spouse and dependents on County insurance can also utilize at no charge.

BENEFIT: Grow Well offers **confidential** primary care, preventative care, urgent care, nutrition counseling, wellness, mental wellness, and telemedicine. Grow Well employs four providers, one nutritionist, & two licensed social workers.

COST

The employer pays the entire cost of this program.

TRIA HEALTH

ELIGIBILITY: Full-time & eligible part-time employees and their dependents participating in the County health insurance are eligible to sign up for this **free** and **confidential** benefit.

BENEFIT: Tria Health's pharmacists act as your personal medication expert and work with you and your doctor(s) to make sure your conditions are controlled without the risk of medication-related problems. For more information, please contact Human Resources.

VSP VISION

ELIGIBILITY: All full-time employees working at least thirty (30) hours a week.

BENEFIT: Supplemental vision plan with dual option, covering exam, frames, lenses, contacts, etc.

COST

The employee pays the entire cost of this program as follows:

BASE PLAN	Employee Only – \$4.81	BUY-UP PLAN	Employee Only – \$6.25
	Employee/Child – \$7.86		Employee/Child – \$10.21
	Employee/Spouse – \$7.69		Employee/Spouse – \$9.99
	Employee/Family – \$12.66		Employee/Family – \$16.45

KPERS RETIREMENT (KANSAS PUBLIC EMPLOYEES RETIREMENT SYSTEM)

ELIGIBILITY: All full-time, elected officials, and part-time employees working at least twenty (20) hours a week.

EFFECTIVE: New participants with or without a previous membership and transfers are effective immediately.

COST

Both the employee and employer make contributions at rates established by the Kansas Public Employees Retirement System:

EMPLOYEE CONTRIBUTION	6% of gross check amount	EMPLOYER CONTRIBUTION	8.43% of gross check amount
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KPERS LIFE INSURANCE AND LONG-TERM DISABILITY (LTD)

ELIGIBILITY: All full-time, elected officials, and part-time employees working at least twenty (20) hours a week.

EFFECTIVE: New participants with or without a previous membership and transfers are effective immediately.

- **LIFE BENEFIT:** Provides an insured death benefit of 150% or your annual rate of compensation.
- **LONG TERM DISABILITY BENEFIT:** Monthly benefit based on 60% 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 (OGLI)

ELIGIBILITY: All full-time, 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. Annual KPERS OGLI open enrollment takes place the month of September.

EFFECTIVE: The first day of the calendar month following the end of the payroll period for which the agency deducts a premium.

- **EMPLOYEE BENEFIT:** Guaranteed issuance without a health physical is \$50,000 up to \$250,000 maximum. Total maximum coverage is \$400,000 with a health physical.
- **SPOUSE BENEFIT:** Guaranteed issuance without a health physical is up to \$25,000 maximum. Total maximum coverage is \$100,000 with a health physical.
- **CHILD(REN) BENEFIT:** Guaranteed issuance without a health physical is \$10,000 or \$20,000 maximum. *One premium covers all eligible children in your family, up to the age of 26

COST

The employee pays the entire cost of this program; please see Human Resources for rates.

DEFERRED COMPENSATION OR ROTH PROGRAMS

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 minimum 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. We offer both pre-tax (deferred comp) and post-tax (Roth) elections.

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; annual maximums follow IRS guidelines

ADDITIONAL INSURANCE PROGRAMS

BENEFIT: Other after-tax life, short-term disability, cancer, ICU, and accidental death policies (Aflac, Washington National, BCBS Plan 150) are available to all full-time employees. Additional information packets are available upon request to Human Resources.

COST

The employee pays the entire cost of this program

EMPLOYEE ASSISTANCE PROGRAM

ELIGIBILITY: All full-time and part-time employees working at least twenty (20) hours a week.

BENEFIT: In response to the stressors affecting employees and employers, our EAP and Work Life Services delivers the following: mental wellness, legal support, financial support, identity theft, fraud resolution, family, parenting and relocation services.

COST

The employer pays the entire cost of this program

EMPLOYEE LEAVE

ELIGIBILITY: All full-time and eligible 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.

- **HOLIDAY BENEFIT:** The County has designated ten (10) days as paid holidays including: New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Independence Day, Thanksgiving Day as well as the day after, Christmas Eve, and Christmas Day.
- **SICK/VACATION 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 (5) 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.
- **PTO BENEFIT:** PTO accrues bi-weekly based off scheduled hours and is available to use as earned. The accrual rate increases at five-year increments. Any hours over the maximum accrual as set by policy, will be transferred at year end to the employees Critical Illness Bank. **SELECT DEPARTMENTS ONLY*

Revised October 2022

LONGEVITY

ELIGIBILITY: All full-time and part-time employees at the successful completion of every five (5)-year increment of continuous employment with the County.

BENEFIT: A longevity payment shall be 5% of an employee's salary for the twelve (12)-month period preceding the incremental anniversary date of employment.

OTHER BENEFITS

- Golf Memberships
(Buffalo Dunes/Southwind)
- Finney County Fitness Center
(Free to employees & their spouse)
- YMCA
- Elite Fitness
- Pre-Paid Legal Services
(Legal Shield/ID Shield)
- Holcomb Recreation
Wellness Center
- Core Fitness
(GC Recreation Center)