

2020 CITY OF HAYS FULL TIME BENEFIT SUMMARY*

Cafeteria Plan	AFLAC administers the City of Hays Cafeteria Plan, which allows employees to pay for specified benefits with pre-tax wages. AFLAC also administers supplemental insurance policies: Accident, Cancer, Hospital, and Critical Care. (www.aflac.com)			
Health Insurance	Blue Cross Blue Shield of Kansas. Includes medical and prescription coverage. (www.bcbsks.com)			
		<u>HDHP</u>	<u>Base</u>	<u>Premium</u>
	Deductible	\$3,000/\$6,000	\$1,500/\$3,000	\$1,500/\$3,000
	Co-Insurance	\$0/\$0	\$2,500/\$5,000 (50/50)	\$1,000/\$2,000 (80/20)
	Office Co-Pay	Deductible	\$35	\$25
	Rx	Deductible then \$15/\$50/\$75	\$15/\$50/\$75	\$15/\$50/\$75
	Employee Costs (Bi-Weekly)			
	Single	\$0.00	\$17.33	\$31.78
	Employee/Spouse	\$10.28	\$37.22	\$68.26
	Employee/Child(ren)	\$10.09	\$36.55	\$67.02
Family	\$15.58	\$56.44	\$103.49	
Dental Insurance	Blue Cross Blue Shield of Kansas. (www.bcbsks.com) Annual Deductible is \$50 per person or \$150 per family for items not covered at 100%. Max benefit payment for each eligible person annually is \$1,000.			
	Employee Costs (Bi-Weekly)			
	Single	\$16.97	Employee/Spouse	\$36.49
	Employee/Child(ren)	\$33.07	Family	\$52.17
Employee Assistance Program (EAP)	Confidential counseling services used to assist employees with such problems including alcohol and/or drug abuse, emotional problems, marital difficulties and parenting problems. Financial and legal services also provided. (www.ndbh.com)			
Vision Plan	Vision Care Direct. Covers Exam and/or hardware. Prices vary based on plan choice. (www.visioncairedirect.com)			
Holidays	Nine paid holidays per year.			
Life Insurance (www.kpers.org)	<p><u>KPERS</u> – Eligible employees receive life insurance with coverage equivalent to 1.5 times the employee’s annual salary.</p> <p><u>KP&F</u> – Eligible employees receive death benefits payable to the spouse and/or children for Service Connected death and Non-Service Connected death, based on a percentage of the employee’s final average salary.</p> <p><u>KPERS & KP&F</u> – Employees may elect to purchase Optional Group Life insurance for them and/or their spouse/child(ren).</p>			
Longevity Pay	After five years of continuous full time employment, employees will receive a lump sum bonus paid after the final payroll of the year has been processed. The longevity bonus range from 2% - 4% based on the employee’s years of service.			
Retirement (www.kpers.org)	All full-time employees (except uniformed police and fire personnel) are enrolled in KPERS upon employment. Benefits include retirement, life insurance and long term disability. Certified police and fire personnel are enrolled in the KP&F pension system upon employment. Benefits include retirement, service connected and non-service connected death benefits and long term disability.			
Savings Plan	Employees may elect to participate in a 457 (deferred compensation plan).			
Travel & Training	The City will cover the cost of certain approved work-related workshop and conferences. Professional society dues, registration fees and tuition expenses may also be paid and/or reimbursed.			
Short Term Disability	Employees are provided 70% of their gross wage when approved by the Short Term Disability carrier after a 14 day waiting period. The City pays 100% of the premiums. (www.aetna.com)			
Paid Time Off (PTO) – Accrued bi-weekly (3 Month waiting period)		<u>All Non-Fire Personnel</u>	<u>Fire Personnel</u>	
	0 – 3 years of service	5.9 hours bi-weekly	8.3 hours bi-weekly	
	4 – 8 years of service	6.5 hours bi-weekly	9.1 hours bi-weekly	
	9 – 13 years of service	7.1 hours bi-weekly	9.9 hours bi-weekly	
	14 – 18 years of service	7.8 hours bi-weekly	10.9 hours bi-weekly	
19 + years of service	8.4 hours bi-weekly	11.8 hours bi-weekly		

*Benefits subject to change. For specific details refer to the personnel manual or plan document. This is neither a contract nor implied contract between the City of Hays and any employee.