

**2023 CITY OF HAYS FULL TIME BENEFIT SUMMARY\***

Cafeteria Plan/ AFLAC <a href="http://www.aflac.com">www.aflac.com</a>	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.			
Health Insurance BCBS of Kansas <a href="http://www.bcbsks.com">www.bcbsks.com</a>	Includes medical and prescription coverage.			
		<u>HDHP</u>	<u>Base</u>	<u>Premium</u>
	Deductible	\$3,000/\$6,000	\$2,500/\$5,000	\$1,500/\$3,000
	Co-Insurance	\$0/\$0	\$2,000/\$4,000 (40%)	\$1,000/\$2,000 (20%)
	Office Co-Pay/Specialist	Deductible	\$30/\$60 (5 max/person)	\$25/\$50
	Rx	Deductible then Co-Pays	\$15/\$50/\$75/\$150/ 20% up to \$250	\$15/\$50/\$75/\$150/ 20% up to \$250
	Employee Costs (Bi-Weekly)			
	Single	\$14.01	\$24.20	\$52.60
	Employee/Spouse	\$30.08	\$51.97	\$112.96
Employee/Child(ren)	\$28.36	\$48.98	\$106.46	
Family	\$44.43	\$76.75	\$166.82	
Dental Insurance Delta Dental <a href="http://deltadentalks.com">deltadentalks.com</a>	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 \$1,500. Children 12 and under paid for 100% for covered services by an in-network provider. Plan Network is PPO with Premier.			
	Employee Costs (Bi-Weekly)			
	Single	\$17.37	Employee/Spouse	\$34.39
Employee/Child(ren)	\$34.39	Family	\$58.48	
Employee Assistance Program (EAP) <a href="http://www.ndbh.com">www.ndbh.com</a>	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.			
Vision Plan <a href="http://www.visioncaredirect.com">www.visioncaredirect.com</a>	Covers Exam and/or hardware. Prices vary based on plan choice.			
Holidays	Nine paid holidays per year.			
Life Insurance <a href="http://www.kpers.org">www.kpers.org</a>	<u>KPERS</u> – Eligible employees receive life insurance with coverage equivalent to 1.5 times the employee’s annual salary. <u>KP&amp;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. <u>KPERS &amp; KP&amp;F</u> – Employees may elect to purchase Optional Group Life insurance for them and/or their spouse/child(ren).			
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 <a href="http://www.kpers.org">www.kpers.org</a>	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 <a href="http://www.kpers457.org">www.kpers457.org</a>	Employees may elect to save more for retirement beyond the KPERS plan by participating in KPERS 457 (deferred compensation plan).			
Short Term Disability <a href="http://www.thehartford.com">www.thehartford.com</a>	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.			
Paid Time Off (PTO) – Accrued bi-weekly ( <u>1 week of PTO provided upfront</u> )	<u>All Non-Fire Personnel</u>		<u>Fire Personnel</u>	
	3 – 12 months of service	3.8 hours bi-weekly	5.4 hours bi-weekly	
	1 – 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.