

City of Shawnee Benefits Summary

Benefit Eligible Employees—July 1st, 2017 through June 30th, 2018



| Cigna Healthcare | | |
|--|--|--|
| Medical Insurance - Two Plans to Choose From | | |
| | <u>PPO Health Plan</u> | <u>High Deductible Health Plan</u> |
| Individual | \$18.00/ month | \$18.00/ month (\$800) |
| Employee +1 | \$174.00/ month | \$174.00/ month (\$1,800) |
| Family | \$244.00/ month | \$244.00/ month (\$2,600) |
| Deductible | \$250.00 Individual \$500.00 Family | \$2,600 Individual \$5,000 Family |
| Out of Pocket Max | \$1,500.00 Individual \$3,000.00 Family | \$2,600 Individual \$5,000 Family |
| Prescription Drug | Tier 1 - \$10.00 Tier 2 - \$35.00 Tier 3 - \$60.00 | <i>City HSA annual contribution to HSA in parenthesis above.</i> |

| Delta Dental | |
|---|---------|
| Dental Insurance - Monthly Employee Rates | |
| Individual | \$2.00 |
| Employee +1 | \$38.00 |
| Family | \$90.00 |
| 100% diagnostic & Preventative (deductible waived) 80% Basic after deductible—50% Major after deductible 50% Orthodontics after deductible (dependents only, \$2,000 Max) | |
| Surency Vision | |
| Individual | \$6.40 |
| Employee +1 | \$9.78 |
| Family | \$17.91 |
| \$10.00 copay for routine vision exams | |

Life Insurance

Cigna Life Insurance Benefit

| | |
|---------------------------|----------|
| Term life (Employee) | \$50,000 |
| Spouse | \$20,000 |
| Child birth to 14 days | \$500 |
| Child 15 days to 6 months | \$1,000 |
| Child 6 mnths to 26 years | \$10,000 |
| AD&D (Employee only) | \$50,000 |

KPERS Life Insurance Benefit

150% of your salary
Optional Group Life insurance is also available for active KPERS/KP&F members.

Kansas Public Employee Retirement System

KPERS - 6% mandatory employee contribution. Vested in 5 years.

Kansas Police & Fire Retirement System

KP&F - 7.15% mandatory employee contribution. Vested in 15 years.

Deferred Compensation

Employees are eligible to participate in the State of Kansas 457b Deferred Compensation Program.

Supplemental Retirement Plan

Employees that participate in the Deferred Compensation plan are eligible for a City matching contribution up to 4%.

FSA or HSA Accounts

Pre-tax income to pay for eligible health care or dependent care expenses.

Paid Holidays

The City provides the following 10 paid holidays:

- New Year's Day
- Martin Luther King, Jr. Day-
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Veteran's Day
- Thanksgiving Day
- Friday after Thanksgiving Day
- Christmas Day

Personal Leave

After completing one full year of employment, employees receive one personal day per year. Employees may opt to be paid in lieu of taking the day off. The City provides Funeral and Jury Duty leave.

Sick Leave

Employees begin accruing paid sick leave immediately.

Municipal Pool Memberships

Employees and their dependents are eligible for a municipal pool membership.

Vacation Leave

Full time new employees begin with 40 hours of accrued vacation immediately.

Vacation accrues based on years of service:

| | |
|-------------|-------------------|
| Years 0-1 | 80.08 hours/year |
| Years 2-3 | 96.20 hours/year |
| Years 4-7 | 120.12 hours/year |
| Years 8-11 | 144.04 hours/year |
| Years 12-15 | 176.02 hours/year |
| Years 16-19 | 184.08 hours/year |
| Years 20+ | 200.20 hours/year |

Shift firefighter positions accrue vacation at a different rate.

Employee Assistance Program

EAP - All regular employees and their dependents are eligible for the benefits associated with the EAP.

Wellness Program

The City offers a Wellness Program that is designed to increase an awareness of healthy lifestyle behaviors, and to motivate employees to voluntarily adopt a healthier lifestyle.

Fitness

The City provides on-site fitness/workout facilities.

Casual Days

Casual Day on Fridays & *Casual Week for a Cause* every month. (Non-Uniform employees only)