

Benefits Overview

The information provided is a brief description of The University of Kansas School of Medicine-Wichita benefits. Changes to benefits can occur unilaterally by the University of Kansas School of Medicine-Wichita. The University of Kansas School of Medicine-Wichita is an Equal Opportunity Employer.

VACATION

Full-time employees receive 22 days per year accrued at 8 hours semimonthly. Max accrual is 304 hours.

PAID HOLIDAYS

- New Year's Day
- Martin Luther King Jr. Day
- Memorial Day
- Independence Day
- Labor Day
- Veterans Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day
- Discretionary Day - After 6 months of employment

SICK LEAVE

Full-time employees accrue 3.7 hours per 80 hours worked. No maximum accrual.

FUNERAL LEAVE

Available for up to 6 days with pay for an immediate family member with supervisor's approval.

JURY DUTY LEAVE

Paid at full salary.

MILITARY LEAVE

Available up to 15 days per year with pay.

GROUP HEALTH INSURANCE

Five medical plans and two carriers available. Bimonthly premiums are based on level of coverage. Coverage effective the first day of the month following a 30-day waiting period that begins with the first day on payroll.

DENTAL INSURANCE

Provided by Delta Dental.

PRESCRIPTION DRUG COVERAGE

Provided for employees enrolled in any plan and administered by CVS/Caremark.

LAB COVERAGE

Provided for employees enrolled in Plan A and administered by Quest Diagnostics. Discount for all other plans.

OPTIONAL FLEXIBLE SPENDING ACCOUNTS

An optional flexible benefits plan that allows non-reimbursed health care and dependent care expenses to be paid with pretax dollars.

OPTIONAL VISION COVERAGE

Coverage provided by Surency Vision. Employees may enroll in the vision coverage level of their choice regardless of medical or dental insurance enrollment.

GROUP TERM LIFE INSURANCE

Effective the first day worked, eligible employees are covered at 150% of their annual state salary.

OPTIONAL GROUP TERM LIFE INSURANCE FOR EMPLOYEE, SPOUSE, AND CHILDREN

Coverage provided by Standard Insurance Company.

OPTIONAL AFLAC INSURANCE

Short term disability, accident, and critical illness.

OPTIONAL MET LIFE INSURANCE

Accident, critical illness, and hospital indemnity.

LONG TERM DISABILITY

After six months of disability, employees receive compensation equal to 60% of their monthly state salary. Maximum monthly benefit of \$5,000 (subject to reduction by deductible sources of income).

RETIREMENT PLAN MANDATORY

USS employees receive retirement benefits through KPERS.

Unclassified employees receive retirement benefits through the Regents Basic Retirement Plan after one year of State service. There is a choice of two benefit providers with the employees contributing 5.5% of their salary and the university contributing 8.5%.

VOLUNTARY RETIREMENT

Deferred Compensation - 457 Plan

A voluntary defined contribution retirement plan established by the state to help employees provide a supplement to their retirement income. Administered by Great-West.

Supplemental Tax Sheltered Annuity - 403(b) Plan Eligible employees may contribute to a retirement plan with any company that has been approved by the Board of Regents.

OPTIONAL LONG-TERM CARE INSURANCE

Provided by LifeSecure. Eligible employees may purchase coverage for themselves and qualified family members.

www.kansasltc.com.

KANSAS STATE EMPLOYEES HEARING IMPROVEMENT PROGRAM (K-SHIP)

Employees who are enrolled in the State Health Insurance Plan are eligible to receive a 10% discount off the cost of eligible services.

LEARNING QUEST

Program allows employees to contribute after-tax money to a college savings plan for any beneficiary: child, grandchild, a friend or even yourself. www.learningquest.com

EMPLOYEE ASSISTANCE PROGRAM—COMPSYCH

A toll-free number is available 24 hours a day for assistance with personal, family, or financial problems. Services cover benefits eligible employees and their families.

STAR PROGRAM

The STAR Discount Program offers State of Kansas employees an opportunity to take advantage of product and service discounts offered by various vendors throughout the state. To see current, available discounts, go to <http://www.da.ks.gov/star>