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.

GROUP HEALTH, DENTAL, PRESCRIPTION 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 provided by Delta Dental. Prescription drug plan administered by CVS/Caremark.

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.

OPTIONAL FLEXIBLE SPENDING ACCOUNTS
An optional flexible benefits plan that allows payment of non-reimbursed health care and dependent care expenses with pretax dollars.

HEALTH SAVINGS/HEALTH REIMBURSEMENT ACCOUNTS
Available to employees enrolled in health plans except for Plan A. See Group Health Insurance booklet for details/eligibility.

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.

LONG TERM DISABILITY INSURANCE
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).

OPTIONAL SHORT TERM DISABILITY, ACCIDENT AND CRITICAL ILLNESS INSURANCE
Coverage offered by AFLAC

OPTIONAL ACCIDENT, CRITICAL ILLNESS, AND HOSPITAL INDEMNITY INSURANCE
Coverage offered by MetLife

OPTIONAL LONG-TERM CARE INSURANCE

MANDATORY RETIREMENT PLAN
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 PLANS
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.

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.

PARENTAL LEAVE
You can have 6 weeks of paid parental leave (runs concurrent with FMLA) – this leave will not count against your vacation/sick balances.

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.

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

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