

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.

LEAVE

VACATION

Classified Full-Time Staff receive twelve days per year. Leave is accrued at 3.7 hours per 80 hours worked. Accruals at a higher rate occur after 5, 10, and 15 years of service.

Unclassified Full-Time Staff receive 22 days per year accrued at 8 hours semi-monthly.

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.

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 12 days per year with pay.

INSURANCE BENEFITS

GROUP HEALTH INSURANCE

Employees may choose from several medical plans offered. Bi-monthly premiums vary based on salary and level of coverage. Coverage is effective the first day of the month following a 60-day waiting period that begins with the first day on payroll.

DENTAL INSURANCE

Provided by Delta Dental when enrolled in the health insurance plan.

PRESCRIPTION DRUG COVERAGE

Provided for employees enrolled in any State of Kansas medical plan and administered by Caremark PCS.

GROUP TERM LIFE INSURANCE

Eligible employees are covered at 150% of their annual state salary. This is effective the first day worked.

DISABILITY BENEFIT

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 PLANS

MANDATORY

Classified Staff receive retirement benefits through KPERS after one year of state service. Employees contribute 4% of their salary. Employer contributions may fluctuate depending on the funding needs of KPERS.

Unclassified Staff 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

Deferred Compensation

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

Supplemental Tax Sheltered Annuity

Eligible employees may contribute to a retirement plan with any company that has been approved by the Board of Regents.

ADDITIONAL BENEFITS

OPTIONAL VISION COVERAGE

Provided by Superior Vision Services. Employees may enroll in the vision coverage level of their choice regardless of medical or dental insurance enrollment.

OPTIONAL GROUP TERM

LIFE INSURANCE

Eligible employees may purchase \$5,000-\$250,000 additional coverage.

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.

KANELECT

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

U.S. SAVINGS BONDS

Available through payroll deduction.

CREDIT UNION

All employees are eligible to open an account at the Wichita State University Campus Credit Union. An initial \$25 deposit is required.

COMMERCE BANK

BENEFITS BANKING

A special banking program for all employees.

WELLNESS ROOM &

DISCOUNTS

On-site wellness room free for all employees; discount memberships available at WSU Heskett Center, Health Strategies, and Genesis Health Clubs.

GEORGE J. FARHA MEDICAL

LIBRARY

Available to all employees.

LEARNING QUEST

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

LIFELINE-EMPLOYEE

ASSISTANCE PROGRAM

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

PROFESSIONAL DEVELOPMENT

OPPORTUNITIES

KU School of Medicine-Wichita provides a variety of learning opportunities and educational sessions for all staff.

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>

AMBASSADOR PROGRAM

An informal way for new employees to become successfully integrated into the school by building a relationship with a current employee.

GOLD STAR PROGRAM

Employees can refer individuals for job opportunities. The person they refer is guaranteed an interview.

KU PRIDE

Faculty and staff come together each month to recognize individuals for their years of service and to celebrate our accomplishments.

LEARNING RESOURCE CENTER

Human Resources has educational materials on such subjects as personal and professional development, management, and computer skills.