



Benefits Overview

The University of Kansas School of Medicine-Wichita
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The information provided is a brief description of KUSM-W benefits. Changes to the benefit plan 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	Labor Day	Christmas Day
Martin Luther King Jr. Day	Veterans Day (Classified staff only)	Discretionary Day*
Memorial Day	Thanksgiving Day	
Independence Day	Day after Thanksgiving	

**After 6 months of employment, must be used prior to last pay period of the calendar year.*

SICK LEAVE Full time employees accrue 3.7 hours per 80 hours worked.

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

JURY DUTY LEAVE will be paid at full salary. Payroll must have a copy of the jury duty summons and receipt of serving on the jury.

MILITARY LEAVE available up to 12 days per year with pay. Payroll must have a copy of military orders.

LEAVE WITHOUT PAY considered on a case-by-case basis.

INSURANCE BENEFITS

GROUP HEALTH INSURANCE Employees may choose from several medical plans offered. See plan details in State Benefit Book. Bi-monthly premiums will vary depending on salary and level of coverage. *Coverage effective the first day of the month following a 60-day waiting period beginning with the first day on payroll.*

DENTAL INSURANCE provided by Delta Dental when enrolled in the health insurance plan.

PRESCRIPTION DRUG COVERAGE is provided for all employees enrolled in any State of Kansas medical plan and is 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 6 months of disability employee receives compensation equal to 60% of state salary. This percentage is reduced if the employee is receiving any other form of disability pay.

OVER

RETIREMENT PLANS: Mandatory

Classified staff receive retirement benefits through KPERS after a year of state service. The employee contributes 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. There is a choice of four benefit providers; the employee contributes 5.5% of their salary and the University matches at 8.5%.

RETIREMENT PLANS: Voluntary

Deferred Compensation is a voluntary defined contribution retirement plan established by the State to help employees provide a supplement to their retirement income.

Supplemental Tax Sheltered Annuity An eligible employee may contribute to a retirement plan with any company that has been approved by the Board of Regents.

ADDITIONAL BENEFITS

OPTIONAL VISION COVERAGE is provided through 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; details in State Benefit Book.

KANELECT is an optional flexible-benefits plan. Allows non-reimbursed healthcare and dependent care expenses to be paid with pre-tax dollars.

U.S. SAVINGS BONDS Voluntary savings through payroll deduction plan.

CREDIT UNION-WSU All faculty and staff of KUSM-Wichita 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 faculty and staff members.

WELLNESS On-site Wellness Room; discount memberships available at WSU Heskett Center, Health Strategies and Genesis Health Clubs.

GEORGE J. FARHA MEDICAL LIBRARY Available to all employees.

LEARNING QUEST is a program that allows employees to contribute after-tax money to funds for a college savings plan for any beneficiary—child, grandchild, a friend or even yourself.

LIFELINE-Employee Assistance Program A toll free number available 24 hours a day for help with personal, family or financial problems. Services cover employees and their families.

Professional Development Opportunities KUSM-W provides a variety of learning opportunities and educational sessions for all staff.