

## Sick Leave

\*Full-Time Employees accrue 3.70 Hours of Sick Leave per Pay Period and are allowed to accrue a total of 1120 hours.

\*Part-Time Employees accrue at 0.0462 hours per hour worked and are allowed to accrue a prorated amount based on the hour status.

Accrual will not begin until the employee has successfully completed 6 months of continuous employment.

## Personal Leave

Personal Leave Time will accrue with the first payroll for Full-Time and Part-Time employees, PLT is earned based on the charts below. Personal leave time does not have a waiting period and can be used if it has accrued starting from the date of hire.

### Full-Time Accrual Rates

<i>Yrs of Service</i>	<i>Hours (Per Pay Period)</i>	
6 Mo—5 Yr	4.32	
6 Yr	4.62	
7 Yr	4.92	*Max. Accum: 250 Hrs
8 Yr	5.24	
9 Yr	5.54	
10 Yr	5.86	
11-14 Yrs	6.16	*Max Accum.: 275 Hrs
15+ Yrs	6.78	

### Part-Time Accrual Rates

<i>Yrs of Service</i>	<i>Factor times (x) Hours Worked (Per Pay Period)</i>	
6 Mo—5 Yr	0.0539	
6 Yr	0.0577	
7 Yr	0.0616	
8 Yr	0.0654	*Max. Accum: Varies
9 Yr	0.0693	based on the amount
10 Yr	0.0731	of base hours worked
11-14 Yrs	0.0770	
15+ Yrs	0.0847	

## Holidays

New Years Day	Veterans Day
Martin Luther King Birthday	Thanksgiving Day
Memorial Day	Friday Following Thanksgiving Day
Independence Day	Christmas Eve
Labor Day	Christmas Day

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*Reno County*

2019



# Summary Of Employee Benefits

***This pamphlet should serve as a guide to interested applicants and new employees as an overview of benefits offered to Reno County Employees. Please contact the Human Resources office for any questions.***

## Medical Insurance

**Carrier:** Blue Cross Blue Shield of Kansas

Reno County has 2 plans available to employees.

Plan	Deductible Individual/ 2 or more	Coinsurance	Max Out of Pocket Individual/ 2 or more
CMMHP	\$1,500/\$3,000	\$1,000/\$2,000	\$5,000/\$10,000
HDHP	\$2,700/\$5,400	None	\$2,700/\$5,400

### Prescription Copays

(Only applies to CMMHP Plan)

Level	Copay	Mail Order (90 Day Supply)
1	\$15.00	\$37.50
2	\$30.00	\$75.00
3	\$45.00	\$112.50

*HDHP prescriptions are patient filed and will be applied to the deductible.*

### HSA (Health Savings Accounts)

If you are enrolling in the HDHP, you have the option to apply for a HSA. The HSA can be through a bank of your choice. Reno County will take payroll deductions pretax if the account is set up with First National Bank.

## Dental Insurance

**Carrier:** Blue Cross Blue Shield of Kansas

Service	CoPay	Coverage
Preventative	None	100% Paid
Primary	None	80% Paid
Major	None	50% Paid

**Annual Maximum: \$1500**

## Vision Plans

**Carrier/Network:** Vision Care Direct

Plan	Exam	Lenses	Frames
<b>Gold Exam + Materials</b>	Yearly	Yearly	Yearly
<b>Exam Only</b>	Yearly	None	None
<b>RX Sunwear Materials Only</b>	None	Yearly	Yearly
<b>Materials Only</b>	None	Yearly	Yearly

Copays: Exam \$15 and Materials \$15

*\*All plans are subject to dollar maximums*

## Retirement Plan

**Carrier: KPERS** (Kansas Public Employees Retirement System) and/or **KP&F** (Kansas Police and Fireman's Retirement System)

All eligible employees working in a permanent position of 20 or more hours weekly are members of the retirement system. The membership date will be the date of hire. KPERS members will contribute 6% of their earnings to their retirement and KP&F members will contribute 7.15% of their earnings to their retirement. All active members with KPERS will have life insurance worth 150% of their annual salary and will be employer paid. All active KP&F members will have life insurance worth up to 75% of their annual income as an annual benefit. KPERS and KP&F also offer long term disability benefits. KPERS members are vested after 5 years of membership and KP&F members are vested after 15 years of membership.

## Deferred Compensation

This program allows employees to have a set deduction on a tax-deferred basis and invested into various funds of your choice. The funds can be used at retirement or rolled over into various tax-deferred retirement plans if employee leaves employment. Deferred compensation plans are offered through KPERS 457, Mass Mutual and Nationwide Retirement Solutions.

## Supplemental Insurance

Reno County offers several different companies to choose from for supplemental insurance. Coverage includes **accident, cancer, voluntary life and short term disability** through various different companies. Life insurance and long term disability benefits are offered through the KPERS retirement system.

## Employees Credit Union

Reno County employees are eligible to become members of the Hutchinson Government Employees Credit Union located at 121 East Avenue A in Hutchinson.