

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
Gold Exam + Materials	Yearly	Yearly	Yearly
Exam Only	Yearly	None	None
RX Sunwear Materials Only	None	Yearly	Yearly
Materials Only	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.