

Educational Reimbursement

The city encourages you to take advantage of educational and vocational courses which will improve your job performance and prepare you for promotional opportunities. You may be reimbursed for the cost of tuition and books up to \$1,500 per year, provided you meet the guidelines for reimbursement.

Olathe University offers continuous employee education opportunities.

This statement is not a guarantee of benefits. The city has the right to change or discontinue benefits at anytime with or without notice.

If you have unanswered questions regarding benefits please contact the Human Resources Department at (913) 971-8735.

City of Olathe

Human Resources
100 E Santa Fe, 3rd Floor
Olathe KS 66061



Phone: (913) 971-8934
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Revised 6/30/09

City of Olathe



Benefit Program 2011

*Setting the Standard for
Excellence in Public
Service*

(913) 971-8934



The city of Olathe has plenty to offer you! When you become an employee of our city, you and your family can share in a progressive package of benefits. Here are a few of the services and programs available to members of our team.

Health

PPO Plan:

- 90% In-Network
- 70% Out-of-Network
- \$20 – Office Visit Co-pay
- Employee Cost:
 - Single: \$60.00/monthly
 - Family: \$290.00/monthly

CIP Plan:

- 80% In-Network
- 60% Out-of-Network
- Employee Cost:
 - Single: \$20.00/monthly
 - Family: \$215.00/monthly

Prescription Drug

- Free - Generic (CIP)
- \$10.00 - Generic (PPO)
- \$25.00 - Formulary (CIP & PPO)
- \$50.00 - Non-Formulary (CIP & PPO)
- 20% Co-Pay Specialty Drugs (CIP & PPO) (maximum \$250/mo or \$1500/yr)

Vision/Hearing

Available to every member annually

Dental

- 100% - Diagnostic & Preventive
- 80% - Basic
- 80% - Major (DPO Network)
- 80% - Orthodontics (under age 19)

Flex Plan

- Medical
- Dependent Care
- Premium Payment
- Benny Card Access

Employee Assistance Program

New Directions – 913-982-8398 or 800-624-5544

Long Term Care

City pays for coverage of \$1000.00/mo for 36 months

Life Insurance

- \$10,000 - Coverage
- \$10,000 - Accident
- KP&F Members—1 x Salary
- KPERS Members—1.5 x Salary

KPERS

4% or 6% mandatory employee deposits with employer deposits – Vested in 5 years of service

KP&F

7% mandatory employee deposits with employer deposits – Vested in 15 years of service

457 (Deferred Compensation)

- 3 Companies to choose from
- 100% match up to \$30 per pay period
- 100% Vested immediately

Sick Leave

As a full-time employee you will earn sick leave as follows: 3.7 hours per pay period.

Personal Leave Day

One personal leave day given to all employees on the first pay period of the year.

One personal day for perfect attendance of the prior year.

Vacation Leave

As a full-time employee, you will earn vacation leave as follows:

Regular Employees

| | |
|--------------------------|-----------------|
| Upon initial eligibility | 10 working days |
| After 5 years | 15 working days |
| After 10 years | 18 working days |
| After 15 years | 20 working days |

56 Hour Week Firefighters

| | |
|--------------------------|----------------|
| Upon initial eligibility | 6 shift days |
| After 5 years | 7 shift days |
| After 10 years | 8.5 shift days |
| After 15 years | 10 shift days |

Vacation leave may be accumulated to twice the amount you earn per year. You must be employed six months before using vacation leave.

Paid Holidays

The city recognizes 10½ paid holidays:

- New Year's Day
- Martin Luther King, Jr. Day
- Presidents' Day
- Memorial Day
- Independence Day
- Labor Day
- Veterans' Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve (1/2 day)
- Christmas Day

Coverage begins the first day of the month following 30 days of employment.