



BENEFITS SUMMARY

2019

The City of Olathe is dedicated to employee success and strives to provide a comprehensive benefits package that meets family and individual needs.

Regular full-time employees are eligible for full benefits and regular part-time employees may be eligible for certain benefits on a prorated basis. Benefit coverage is effective the first day of the month following 30 days of employment.

Health, RX & Vision: The City offers two health insurance options through Cigna. Health insurance coverage includes

Health Plan	Consumer Involved Plan (RX & Surency Vision)	Open Access Plan (RX & Surency Vision)	
Plan Design (In-Network)	Deductible: \$1,400/Single, \$2,800/Family Co-Insurance: 80% In Network, 60% Out of Network Out of Pocket Maximums: \$2,800 single/\$5,600 family Employer contributes into Health Reimbursement Account: Annual - Single: \$800, EE+SP: \$1,400, EE+CH: \$1,200, Family: \$1,600	Co-Pays: \$30 PCP, \$40 Specialist Deductible: \$800/Single, \$1,600/Family Co-Insurance: 85% In Network Out of Pocket Maximums: \$2,300 single/\$4,200 family	
Full-Time Cost	Single: \$50.00/monthly Employee + Child(ren): \$229.00/monthly Employee + Spouse: \$260.00/monthly Family: \$350.00/monthly (Part Time Costs Vary)	Single: \$102.00/monthly Employee + Child(ren): \$318.00/monthly Employee + Spouse: \$361.00/monthly Family: \$482.00/monthly (Part Time Costs Vary)	
Prescription Drug	Tier 1: \$5.00 Tier 2: \$25.00 Tier 3: \$50.00 20% Co-Pay Specialty Drugs (maximum \$250/mo)	Tier 1: \$10.00 Tier 2: \$25.00 Tier 3: \$50.00 20% Co-Pay Specialty Drugs (maximum \$250/mo)	
Vision Benefit	In-Network	Out-of-Network	Frequency
Vision Examination	Covered in full	\$65	Once each calendar year
Materials Covered	\$200 Allowance for contacts or frames, lens and lens options	\$200 Allowance for contacts or frames, lens and lens options	Once each calendar year

Dental: The City offers dental benefits through Delta Dental of Kansas.

Benefit	Preferred	Non-Preferred
Annual Deductible	Single \$25 /Family \$75	
Annual Plan Maximum	\$1,500	
Lifetime Orthodontia Plan Maximum	\$1,500	
Covered Dental Services		
Diagnostic & Preventive Services	100%	100%
Basic Services	80%	80%
Major Services	80%	50%
Orthodontia Coverage	80%	80%
FT Employee Cost		
Employee Only	\$11.06/monthly	
Employee + Spouse	\$28.42/monthly	
Employee + Child	\$31.54/monthly	
Family (Employee, spouse & child)	\$39.82/monthly	

**Kansas Public Employees Retirement System (KPERs)/
Kansas Police and Fire Retirement System (KP&F):**

Employees in KPERs/KP&F covered positions will be immediately enrolled in these mandatory retirement plans upon hire. KPERs members contribute six percent (6%) of their compensation. Eligible Police and Fire employees are members of KP&F. KP&F members contribute around seven percent (7.15%) of their compensation. The City contribution rate may fluctuate, depending on the funding needs of the retirement system. KPERs members are vested after five years. KP&F members are vested after 15 years.

Deferred Compensation (457 Retirement Plan): The City offers automatic payroll deduction for the following 457 deferred compensation plans: K457/Empower, Nationwide and ICMA-RC. The City matches an employee’s contribution up to \$40 per pay period.

Flexible Spending Account: The City offers two accounts through The Taben Group: Medical Reimbursement Account & Dependent Care Account. Participants “deposit” pre-tax dollars into an account through automatic payroll deductions. Employees may contribute an annual maximum of \$2,650 into the Medical Reimbursement Account. Employees may contribute an annual maximum of \$5,000 into the Dependent Care Account.

Life Insurance/Accidental Death & Dismemberment: Eligible employees are enrolled in a life, accidental death, and dismemberment policy through Cigna, fully paid by the City.

Voluntary Life/Accidental Death & Dismemberment: Eligible employees have the option to purchase additional employee-paid life insurance for themselves and their dependents through Cigna.

Voluntary Short-Term Disability: Eligible employees have the option to purchase additional employee-paid life insurance for themselves and their dependents through Cigna.

Long-Term Care: Eligible employees are enrolled in LTC coverage through UNUM with a benefit of \$1,000 per month for 36 months. Employees can purchase additional coverage for themselves or their spouse.

Educational Reimbursement: Regular full time employees with one or more years of service can be reimbursed for the cost of tuition and books up to \$2,000 per year.

Vacation Leave: An employee must be employed six months before using vacation leave. Employees can accumulate up to double the amount earned per year.

Regular Full-Time Employee Vacation Leave			
Upon Eligibility	After 5 years	After 10 years	After 15 years
10 work days	15 work days	18 work days	20 work days
56-Hour Week Firefighters Vacation Leave			
Upon Initial Eligibility	After 5 years	After 10 years	After 15 years
6 shift days	7 shift days	8.5 shift days	10 shift days

Sick Leave: Full-time employees earn 3.7 hours of sick leave per pay period. Firefighters who work 56 hours per week earn 5.54 hours of sick leave per pay period.

Personal Leave Day: Eligible employees receive one personal leave day the first pay period of the year. Leave must be used by the end of the payroll year.

Paid Holidays: The City recognizes 10.5 paid holidays: New Year’s Day, Martin Luther King, Jr. Day, Presidents’ Day, Memorial Day, Independence Day, Labor Day, Veterans’ Day, Thanksgiving, day after Thanksgiving, Christmas Eve (1/2 day) and Christmas.



Wellbeing Program: LiveWell promotes and supports a culture of healthy living. Opportunities are available throughout the year to improve overall wellbeing and engage employees in healthy lifestyles.

Olathe Wellbeing Center (OWC): The OWC is a free high-quality health care and wellness center available to employees, spouses and dependents on one of the City’s health plans. Employees are able to visit the Wellbeing Center on work time.

Employee Assistance Program (EAP): Benefits are offered through New Directions to eligible employees and family members. New Directions offers 24/7 access to services that includes six face-to-face sessions, per issue, for short term counseling and additional resources for issues that affect work or home life.