

Benefits Overview

The information provided is a brief description of The University of Kansas School of Medicine-Wichita benefits. Changes to benefits 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.

GROUP HEALTH, DENTAL, PRESCRIPTION INSURANCE

Four medical plans and two carriers available. Bimonthly premiums are based on level of coverage. Coverage will begin on the 1st day of employment. Dental provided by Delta Dental. Prescription drug plan administered by CVS/Caremark.

OPTIONAL VISION COVERAGE

Coverage provided by Avesis Vision. Employees may enroll in the vision coverage level of their choice regardless of medical or dental insurance enrollment.

OPTIONAL FLEXIBLE SPENDING ACCOUNTS

An optional flexible benefits plan that allows payment of non-reimbursed health care and dependent care expenses with pretax dollars.

HEALTH SAVINGS/HEALTH REIMBURSEMENT ACCOUNTS

Available to employees enrolled in health plans except for Plan A. See Group Health Insurance booklet for details/eligibility.

GROUP TERM LIFE INSURANCE

Effective the first day worked, eligible employees are covered at 150% of their annual state salary.

OPTIONAL GROUP TERM LIFE INSURANCE FOR EMPLOYEE, SPOUSE, AND CHILDREN

Coverage provided by Standard Insurance Company.

LONG TERM DISABILITY INSURANCE

After six months of disability, employees receive compensation equal to 60% of their monthly state salary. Maximum monthly benefit of \$5,000 (subject to reduction by deductible sources of income).

OPTIONAL SHORT-TERM DISABILITY

Coverage offered by AFLAC

OPTIONAL ACCIDENT, CRITICAL ILLNESS, AND HOSPITAL INDEMNITY INSURANCE

Coverage offered by MetLife

MANDATORY RETIREMENT PLAN

USS employees receive retirement benefits through KPERS.

Unclassified employees receive retirement benefits through the Regents Basic Retirement Plan after one year of State service. There is a choice of two benefit providers with the employees contributing 5.5% of their salary and the university contributing 8.5%.

VOLUNTARY RETIREMENT PLANS

Deferred Compensation - 457 Plan

A voluntary deferred compensation retirement plan established by the state to help employees provide a supplement to their retirement income. Administered by Great-West.

403(b) Plan - Eligible employees may contribute to a retirement plan with any company that has been approved by the Board of Regents.

VACATION

Full-time employees receive up to 22 days per fiscal year accrued at 8 hours per pay period. Max accrual is 304 hours.

PAID HOLIDAYS

- New Year's Day
- Martin Luther King Jr. Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Veterans Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day
- Discretionary Day - After 6 months of employment

SICK LEAVE

Full-time employees accrue 3.7 hours per 80 hours worked. No maximum accrual.

FUNERAL LEAVE

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

JURY DUTY LEAVE

Paid at full salary.

MILITARY LEAVE

Available up to 30 days per year with pay.

PARENTAL LEAVE

Up to 8 weeks of paid parental leave available when employed for at least 12 continuous months prior to the onset of leave.

EMPLOYEE ASSISTANCE PROGRAM—COMPSYCH

A toll-free number is available 24 hours a day for assistance with personal, family, or financial problems. Services cover benefits eligible employees and their families.

LEARNING QUEST

Program allows employees to contribute after-tax money to a college savings plan for any beneficiary: child, grandchild, a friend or even yourself. www.learningquest.com

STAR PROGRAM

The STAR Discount Program offers State of Kansas employees an opportunity to take advantage of product and service discounts offered by various vendors throughout the state. To see current, available discounts, go to <http://www.da.ks.gov/star>

Public Service Loan Forgiveness (PSLF) and SAVI

Have student loan debt? PSLF is a federal program designed to reduce the burden of student loan debt for people who work in public service. Savi offers both free and fee-based services to help eligible borrowers to understand their choices, lower their monthly payments, and enroll in a forgiveness program. For more information go to <https://www.tiaa.org/public/tcm/kbor/student>

Bright Horizons

Employees can access back-up care for children, adult and elder family members if your regular caregiver is unavailable. You can also receive discounts on childcare, tutoring, elder care, pet care, housekeeping and more through this benefit. For more information go to: <https://kumed.sharepoint.com/sites/mykumc/hr/Pages/back-up-care.aspx>