

Benefits

KU MEDICAL
CENTER

The University of Kansas

BENEFITS	WHO PAYS	WHEN ELIGIBLE
VACATION		
Scheduled time off at full salary	KU Medical Center	Full-time employees accrue up to 22 days (176 hours) a fiscal year; Part-time employees' accrual is pro-rated
SICK LEAVE		
Paid sick days at full salary	KU Medical Center	Upon employment, accrue 3.7 hours per 80 hours paid
HOLIDAYS		
9 paid holidays per year (Governor may designate additional days). 1 discretionary holiday	KU Medical Center	Upon employment Discretionary holiday requires 6 months' service in half-time or greater position
HEALTH INSURANCE		
Choice of Traditional or High Deductible PPO health plan	KU Medical Center; Most of premium for single coverage - full time employees; less for part time employees	The 1st of the month following 30 days of employment, "Open enrollment" in October of each year
DENTAL INSURANCE		
Pays 50% - 100% of allowable charges	KU Medical Center / Employee	The 1st of the month following 30 days of employment
FLEXIBLE BENEFITS		
Eligible employees may pay group health insurance premiums before taxes and contribute pre-tax dollars to health care and dependent care spending accounts	KU Medical Center / Employee	The 1st of the month following 30 days of employment
VISION PLAN		
Coverage includes glasses and contact lenses. (Preventative eye exam is covered in health insurance plan)	Employee	The 1st of the month following 30 days of employment
LIFE INSURANCE		
Eligible employees receive 150% of their annual state salary	KU Medical Center	Upon employment
OPTIONAL GROUP LIFE INSURANCE		
Employees are eligible to purchase coverage in the amount of \$5,000—\$400,000. Spousal coverage available from \$10,000—\$100,000. Child coverage in \$10,000-\$20,000	Low group rate for employee	Upon employment
LONG TERM DISABILITY		
After 6 months of disability, employee receives compensation equal to 60% of state salary (Percentage reduced if employee is receiving any other form of disability pay)	KU Medical Center	Upon employment

BENEFITS	WHO PAYS	WHEN ELIGIBLE
LONG TERM CARE INSURANCE		
Employees and family members may apply for coverage at group rates	Employee	Upon employment
VOLUNTARY BENEFIT PLANS—METLIFE		
Accident Insurance, Critical Illness Insurance, and Hospital Indemnity Insurance	Employee	The 1st of the month following 30 days of employment
SHORT TERM DISABILITY (THROUGH AFLAC)		
Benefits paid when you are sick or hurt and unable to work, up to 60 percent of your salary. Minimum monthly benefit is \$300, maximum monthly benefit is \$6,000. Premium payments are waived after 90 days of total disability. Designed as a bridge to reach eligibility for long term disability.	Employee	As a new employee or during open enrollment in Spring
EDUCATIONAL 529 SAVINGS PLAN		
Employees may make after-tax payroll deductions to save for education expenses	Employee	Upon employment
WORKERS' COMPENSATION		
Income protection for on-the-job injuries. Payment of medical bills and other benefits specified by law. \$50,000 accidental death benefit.	KU Medical Center	Upon employment
FUNERAL LEAVE		
Up to 6 days off with pay	KU Medical Center	Upon death of close relative
JURY DUTY LEAVE		
Paid days off at full salary	KU Medical Center	Upon approval of Appointing Authority for required jury duty and certain testimony
MILITARY LEAVE		
Up to 30 days paid per year for training	KU Medical Center	Upon approval of Appointing Authority
LEAVE WITHOUT PAY		
Time off with administrative approval for special circumstances	Unpaid	Upon approval of Appointing Authority
SHARED LEAVE		
Eligible employee may receive donated time from others when on leave and all time is exhausted	KU Medical Center	After 6 months of continuous service
DONOR LEAVE		
Eligible employee may receive paid leave for organ, blood, or bone marrow donation	KU Medical Center	Upon employment

BENEFITS	WHO PAYS	WHEN ELIGIBLE
MANDATORY RETIREMENT PLANS		
USS & “Health Care Workers:” -KPERs program—Retirement possible at age 55 with 10 years of service, age 65 with 5 years -KP&F program—Retirement at age 50 with 20 years of service	6% Employee/Employer % varies	Mandatory participation upon employment
Unclassified: Choice of 2 programs. Retirement possible at 55 with 10 years of service or 60 with 1 year of service	7% Employee/Employer % varies	Mandatory participation upon employment in a KP&F covered position. (Police Officers only)
	5.5% Employee/8.5% Employer	Mandatory participation after 1 year of state service or participation in retirement program at another institution of higher education
VOLUNTARY RETIREMENT PLANS		
Deferred compensation (457): Opportunity to tax defer funds up to specified limits.	Employee	Upon employment
Tax Sheltered Annuity (403B): Opportunity to tax defer funds up to specified limits.	Employee	Upon employment
Roth (403B): Opportunity to contribute after tax funds to specified limits.	Employee	Upon employment
AVAILABLE SERVICES		
PARKING		
On space available basis: Paid lots or garages at varied fees.	Employee	Upon employment
RECREATIONAL ACTIVITIES		
Staff discounts to sporting and cultural events	Employee discounts	Upon employment
Kirmayer Fitness Center	Employee	
MEDICAL LIBRARY		
Opportunity for employees to use large medical library	KU Medical Center	Upon employment
CREDIT UNION		
Various savings account options, CDs and checking account available	Employee	Upon employment and becoming a Credit Union member (\$5 fee and \$25 deposit)
Various loans at competitive rates	Employee	After six months of employment

For more information contact the HR Employee Service Center: Room 1044 Delp, Phone 913-588-5080
or go to <http://www.kumc.edu/human-resources.html>

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