

DIVISION OF HUMAN RESOURCES

ENTITLEMENTS – NON-BENEFITS ELIGIBLE EMPLOYEES

The Division of Human Resources has developed this information sheet to advise you of some general entitlements associated with your employment at Kansas State University:

- **Deferred Compensation** – This program, administered by ING Financial Advisers, allows an employee to tax defer voluntary retirement plan contributions up to a maximum allowed by Federal law. Effective January 1, 2007, it is \$15,500 per calendar year. There is no matching amount contributed by the University.
- **Workers' Compensation**- medical coverage for injuries or illnesses occurring during the course of performing the duties associated with employment. Employees working in the Manhattan and surrounding area are to seek medical care as follows:
 1. Life threatening injury or illness- call 911 or report directly to the Emergency Room- Mercy Regional Health Center, 1823 College Avenue.
 2. Non-life threatening injury or illness- treated at Occupational Health- Mercy West, 315 Seth Child Road, from 8:00 am-5:00 pm, Monday-Friday. For non-life threatening injuries or illnesses occurring on other days of the week or times of day, call the 24-hour Occupational Health Hot Line at 785-323-6000 or toll free at 866-323-6003.

Employees in other locations are to seek guidance from their department as to the appropriate medical care provider.

- **Social Security/Medicare** – coverage through the Social Security Administration. This includes future retirement income and disability, if eligibility requirements are met. Also includes medical coverage under Medicare at age 65. Student employees are excluded from this entitlement when enrolled in 6 or more hours of course work during the Fall or Spring semester; and 3 or more hours of course work during the Summer semester.
- **Unemployment Compensation** – coverage by Kansas Employment Security Law to provide some income during limited unemployment for those individuals who are unemployed due to conditions in the economy or labor market and through no fault of their own. Student employees are excluded from this entitlement when enrolled in 6 or more hours of course work during the Fall or Spring semester; and 3 or more hours of course work during the Summer semester.

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