UNDERSTANDING YOUR BENEFITS

Division of Human Resources
K-State Employee Benefits

- Retirement Plans
  Mandatorily & Voluntary
- Holidays
- Leave Plans
- Life Insurance
  Basic 150%
  Optional policies
- Health Insurance
  Medical
  Prescription
  Dental
  Vision
- Flex Spending Plans
  Health
  Dependent Care
More Benefits

- HealthQuest Wellness Program
- Employee Assistance Program
- Learning Quest – Educational Savings Plan
- Tuition Assistance
  - Employee Program
  - Dependent/Spouse Grant
- Long-Term Disability – Provided by K-State
- Short-Term Disability Program Available
Retirement – Mandatory
Kansas Board of Regents

- 1-year waiting period unless waiver is granted
- Employee contribution = 5.5%
- Employer contribution = 8.5%
- Immediate vesting
- 2 companies available
  - ING
  - TIAA-CREF
Retirement – Voluntary Savings
Immediate Eligibility

- Voluntary Tax Sheltered Account – 403(b)
  Employee contributions only
  8 providers pre-tax; 7 providers after tax
  IRS limitations

- Deferred Compensation (457)
  Employee contribution pre-tax
  Provider: ING
  IRS limitations
Holidays

New Year’s Day
Martin Luther King Day
Memorial Day
Independence Day
Labor Day
Veterans Day (classes in session)
Thanksgiving Day & Friday
Christmas Day
Discretionary Day (for leave earners)
Leave Plans

Vacation

- 12 Month Employees*
- 8 hrs. max biweekly
  176 hrs max per year
  Max accrual: 304 hrs.

*or < 12 mo. non-instructional

Sick Leave

- 3.7 hrs. max biweekly
- Unlimited accrual
- FMLA

Special Purpose Leaves
Education Benefits

- Learning Quest – 529 Education Savings
  American Century Investments

- Employee Tuition Assistance
  - 3 hours credit, each fall, spring and summer

- Dependent/Spouse Grant
  - 7 hours undergrad/3 hours grad each fall and spring
Employee Discounts

- STARS – State Thanks and Recognition
- Discounts at K-State
  - K-State Athletics
  - McCain Auditorium Performances
  - Colbert Hills Golf Course
Life Insurance

- Basic Plan – Provided by K-State
  - Equal to 150% of annual salary
  - Beneficiary form

- Optional Group Life (KPERS)
  - Up to $250,000
  - Guaranteed $50,000 if enrolled during first 30 days

- Optional Teachers and Employees Assn. (TEA)
  - Up to $250,000
  - Guaranteed $50,000 if enrolled during first 30 days
  - Family coverage available
Group Health Insurance

Medical

- Eligible 1st of month following 30+ days hire
- Plan Choices  A, B, C
- Carrier Options  
  BC/BS, Coventry/PHS, UnitedHealthcare
- Enrollment within 30 days of hire
  Documentation for spouse & dependents
- Renewal options each October
- HealthQuest Premium Discount
Health Insurance Plan Comparisons

Plan A - Higher Deductible, Lower Co-Insurance
• $300 single/$600 family; $1400/$2800 co-insurance

Plan B – Lower Deductible, Higher Co-Insurance
• $150 single/$300 family; $3000/$6000 co-insurance

Plan C – Qualified High Deductible
Health Savings Account (HSA) Required
• $2500 single/$5000 family; No co-insurance
Additional Health Insurance Components

- Delta Dental of Kansas
- Prescriptions – Caremark
- Optional Vision Care – Superior Vision
Flexible Spending Accounts (FSA)

- Dependent Care
  - Expenses for dependent care while working

Two health care flexible spending accounts

- Limited FSA w/ Plan C (Dental & Vision only)
- Medical – Plans A and B
  - Out of pocket medical costs except premiums

Renewal each October
Health & Wellness Options

Employee Assistance Program

- State of Kansas – variety of wellness programs
- Recreational Services and L.I.F.E. Program Fitness Center (Kinesiology)
- Employee Assistance Program – helps employees and family members with life events
Pay Information

9-Month Appointment
20 Pay Periods

12-Month Appointment
26 Pay Periods

Start Date: 8/18/2013
Pay Check: 9/13/2013
Employee Self-Service 24/7

- Get your information any time
- Update your address/phone
- View paycheck for any pay period
- Change direct deposit
- Change W-4 elections
- View leave balances
- View optional benefits summary
HRIS/Employee Self Service
Benefits EXPO
October 3, 2013

- K-State Union
- Events & Presentations
  - Mandatory & voluntary retirement reps
  - Health plan reps and info sessions
  - Financial planning presentation
  - HR Benefits staff available
Questions?

Thank you!

Contact us any time:
   – BenAdmin@ksu.edu
   – 785-532-6277