



## Employee Benefits at a Glance

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### Vacation Leave

Regular Full-Time Employee	
Years of Service	Vacation Hrs/Month
1 year or less	4
1-5	8
6-10	10
11-15	12
16 years or more	14
Regular Part-Time Employee	
Years of Service	Vacation Hrs/Month
2 Years or Less	2
2-5	4
5 years or more	

### Holiday Pay

New Year's Day	January 1
President's Day	Third Monday in February
Good Friday	½ day Friday before Easter
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in Sept.
Veteran's Day	November 11
Thanksgiving	Fourth Thursday in November
Christmas Eve	December 24
Christmas	December 25

### Sick Leave

Regular full-time employees earn 8 hours pay per month worked for sick leave. Regular part-time employees earn 2 hours per month worked for sick leave. Employees can request the use of paid sick leave as earned. Unused sick leave benefits will be allowed to accumulate until the regular full-time employee has accrued a total of 576 hours of sick leave benefits, 288 hours for regular part-time employees. At the end of each calendar year, the County will "buy back" unused sick leave accumulated over 480 hours for full-time and 240 hours for part-time employees. Employees will be compensated for all unused hours over 480 / 240 at a percentage of their current salary. Although the percentage may be adjusted by the Commission, it will generally be no more than 25%.

### Discretionary Time

Regular full-time employees receive 8 hours per year, and regular part-time employees receive 4 hours per year. Sheriff's office personnel working 42.5 hours per week before overtime will have a full 8.5 hours. The employee must be employed on January 1 of the calendar year to be eligible for the award of discretionary time.

### Bereavement Leave

Regular full-time and part-time employees will be allowed five days of bereavement leave upon the death of a spouse, child, or parent. Three days of bereavement leave will be provided to regular employees upon the death of a grandparent, sibling, grandchild, dependent member of the household, including the spouse's family as listed. For bereavement leave, one day leave will be considered equal to the normal workday of the employee.

### Longevity Pay

Once an employee has reached 5 years of continuous service, that employee will be rewarded longevity in the amount of \$3.00/mo. of service ( $\$3.00 \times 12 \times 5 = \$180.00$ ). Part-time employees will be awarded \$1.50/month.

### KPERS Retirement

Kansas Public Employees Retirement System (KPERS) membership becomes effective immediately upon hire. The employee contributes 6% each pay period. The County also contributes a percentage of the employee's salary as determined by the state legislature each year. The employee's contribution is not subject to federal income tax. Retirement benefits are determined by the number of years of service and final average salary.

### KPERS Basic Life Insurance

Employees participating in KPERS are covered by a life insurance policy equal to 1.5 times their annual salary.

## Deferred Compensation Retirement Plan

Employees have the option to participate in this voluntary 457(b) deferred compensation plan.

- Choose your contribution amount and level of risk.
- Change your contributions or stop anytime.
- Make contributions before taxes are deducted.

Contributions are automatically deducted from your pay.

## Additional Optional Group Life Insurance

Employees have the option of electing employee, spouse, and child coverage in the following amounts:

- Employee – Up to \$400,000 (available in \$5,000 increments)
- Spouse - \$5,000 to \$100,000 (\$5,000 increments)
- Child - \$10,000 or \$20,000

## Health, Dental, & Vision Insurance

Regular employees are eligible for health, dental & vision care benefits at the first of the month following 30 days of employment.

Barton County is a member of the Blue Cross Blue Shield (BCBS) of Kansas network. This includes the doctors' office, hospital, urgent care, pharmacy, and other medical-related visits. Employee deductible copays, cost-share amounts, and RX copays are processed by Freedom Claims Management, Inc., a third-party administrator, after first being submitted to BCBS for claim discounting and review.

**Health Plan A:** lower deductible, higher premium.

**Health Plan C:** higher deductible, lower premium.

Dental and vision coverage are optional for any dependents, regardless of medical coverage.

## Flexible Spending Account

Employees have the option to participate in Health Care and Dependent Care Spending Accounts that provide pre-tax savings.

## Health Savings Account

Employees with a high-deductible health plan have the option of participating in a health savings account (HSA) where funds contributed are not subject to federal income tax. HSA employer plus employee contributions are subject to IRS annual limits (2022 Self-Only: \$3,650, Family: \$7,300, and \$1,000 catch-up for 55 or older).

## Preventative Care

**Premium Credit for Health Plan A & C:** Premium credit can be earned up to \$20 per employee (\$40 per family) per month, which will be applied to the following plan year.

**HSA Health Plan C:** HSA dollars can be earned up to \$500 each year for employees and up to \$500 each year for the spouse, for a possible total of \$1,000. These dollars count toward the annual IRS maximum contribution to your HAS for 2022. HSA money is paid as earned, \$100 per item.

## Discounts

- Verizon Wireless: 18% discount off the single highest price on the account (does not apply to Verizon's Unlimited plans or Just Kids plans); 25% off all eligible accessories.
- NexTech Wireless: 10% discount on wireless service

## Additional Payroll Deductions

- Aflac
- Anytime Fitness
- Club 1 Fitness
- United Way of Central Kansas