



HARVEY COUNTY EMPLOYEE BENEFIT PACKAGE 2024

HEALTH

By Blue Cross Blue Shield of Kansas

Option A: \$500/\$1,000 deductible
 Employee only: \$139.68 monthly
 Employee and spouse: \$283.62 monthly
 Employee and child(ren): \$258.34 monthly
 Family: \$402.96 monthly

Option B: \$1,000/\$2,000 deductible
 Employee only: \$123.14 monthly
 Employee and spouse: \$247.60 monthly
 Employee and child(ren): \$225.30 monthly
 Family: \$350.22 monthly

Option C: \$1,500/\$3,000 deductible
 Employee only: \$109.66 monthly
 Employee and spouse: \$219.20 monthly
 Employee and child(ren): \$198.50 monthly
 Family: \$307.98 monthly

Employees that complete the Healthy Harvey Rewards Program receive a \$45 monthly premium reduction from the listed monthly employee contribution. Spouses can also complete the program for \$20 per month in financial incentive.

VISION

By VSP

Employee only: \$0 monthly
 Employee and one dependent: \$5.16 monthly
 Employee and children: \$5.44 monthly
 Family: \$14.04 monthly

DENTAL

By Delta Dental

Deductible: \$25
 Diagnostic and preventative: 100%
 Basic (subject to deductible): 80%
 Major (subject to deductible): 50%

Employee only: \$0 monthly
 Employee and spouse: \$63.40 monthly
 Employee and child(ren): \$63.40 monthly
 Family: \$63.40 monthly

RETIREMENT

By KPERs

Tiers I, II and III

Employee contribution: 6%
 Employer contribution: 9.26%

Fully vested in five years
 OGLI eligible

By KP&F

Tiers I and II

Employee contribution: 7.15%
 Employer contribution: 23.1%
 I: Fully vested in 20 years service
 II: Fully vested in 15 years service

By KPERs 457 / Nationwide

Deferred compensation

FLEX SPENDING

By Empower

Unreimbursed medical
 \$3,050 limit
 IRS extension to March 15
 Dependent daycare
 \$5,000 limit

SUPPLEMENTAL

By Washington National

Cancer, accident, critical illness, etc.

HOLIDAYS

The County observes 10-1/2 days of holiday as determined by the Harvey County Commission. Some positions require regular duty on holidays.

VACATION

Leave is accrued biweekly, for hours worked based off completed years of service.

0-5 years: 8 hours per month
 6-10 years: 10 hours per month
 11-15 years: 12 hours per month
 16-20 years: 14 hours per month
 21-plus years: 16 hours per month

SICK

Leave is accrued biweekly, at 10 days per year of employment.

PERSONAL

Up to two days (16 hours) of paid personal leave per year of employment.

OVERTIME

For hours worked in excess of the normal work week hours for each position classification. Employees receive overtime pay at a rate of 1-1/2 times the employee's regular rate of pay.

EMPAC

An employee assistance program offering 12 free, confidential sessions for employees or household members.

**Information represents full-time employment benefit package. Benefits are subject to change at the discretion of the Harvey County Commission.*