



OVERVIEW OF 2023 BENEFITS

Kansas City _____

TAKE CARE OF



YOU

The University of Kansas Health System offers a robust benefits package to support the physical, mental and financial health of our employees and their families. Because we want to hire and retain the best talent to ensure we can lead the nation in caring, healing, teaching and discovering, we strive to provide high-quality, competitive and cost-effective benefits to employees.

We encourage you to explore and understand our benefits options as the package makes up an important component of your total rewards package. From health and wellness, to financial peace of mind, to services that help you balance the demands of work and personal obligations, you will find benefits available to help you take care of you.

Benefits eligibility

New employees and those newly eligible for benefits have 30 days from the date of hire or eligibility date to enroll in benefits. Full-time and part-time employees working 0.5 FTE and above are benefit-eligible. Coverage is also available to an employee's spouse and dependents. On the following pages is a summary of key elements of the benefits package for 2023.



Health-related benefits

Medical plans

- The health system offers the choice of two plans through Blue Cross and Blue Shield: the HSA Advantage Plan and the Signature Plan.
- Using health system providers means paying less in copays, deductibles and coinsurance.
- If your spouse has access to another employer’s medical plan and chooses to enroll in the health system’s medical plan, you will be charged an additional \$50 per paycheck.

Pharmacy/prescription drug coverage

- Employees who enroll in a medical plan also receive coverage for prescription medications.
- Using the health system pharmacy means lower cost and more convenience. There is no need to visit a physical location – online fills and free home delivery are available.
- Maintenance medications (requiring regular use for chronic health conditions) and specialty medications (high-cost drugs used to treat a chronic or complex condition) **must** be filled by the health system pharmacy.

Dental and vision plans

- Two dental plans are available through Delta Dental of Kansas with free unlimited cleanings for all and covered services provided free to children 12 and under.
- Two vision plans with varying coverage levels are available through VSP.

2023 per-paycheck premiums (deducted from 24 paychecks per year)

	Medical Plans		Dental		Vision	
	HSA Advantage	Signature	Basic Plan	Plus Plan	Basic Plan	Plus Plan
Employee Only	\$34.00	\$63.00	\$7.76	\$10.82	\$3.41	\$10.45
Employee + Spouse	\$142.00	\$215.00	\$21.31	\$28.58	\$5.47	\$16.75
Employee + Children	\$116.00	\$184.00	\$19.52	\$27.20	\$5.37	\$16.45
Employee + Family	\$194.00	\$295.00	\$39.80	\$55.57	\$8.83	\$27.01

Financial benefits

Life insurance and AD&D insurance

- For your peace of mind and protection of your family, the health system provides, at no cost to you, basic life and accidental death and dismemberment insurance. The basic life and AD&D policy provides 1.5 times your base salary (rounded up to the next highest \$1,000), not to exceed \$1.5 million.
- Supplemental policies are available for purchase.

Short- and long-term disability insurance

- The health system provides, at no cost to you, short- and long-term disability insurance to protect your income when you can’t work due to illness or injury.
- Additional short-term disability coverage is available for purchase.

Spending accounts

- Spending accounts for healthcare and dependent care help save on taxes by setting aside pretax dollars from your paycheck to cover qualified expenses.
- Employees who enroll in the HSA Advantage Plan for medical coverage can participate in an HSA and are eligible to receive “seed money” from the health system of \$500 for employee-only coverage and \$1,000 for family coverage.
- Benefit-eligible employees who are not enrolled in the HSA Advantage Plan can participate in the healthcare FSA.
- Any benefit-eligible employee may participate in the dependent care FSA.

Retirement benefits

- Saving through the health system’s retirement saving plans is a great way to prepare for your financial future.
- The health system provides a 401(a) retirement savings plan to which both you and the health system contribute. You are automatically enrolled if you are in a benefit-eligible position (0.5 FTE and above). Your contribution and the health system’s contribution are based on your years of service. You always own your contributions and your ownership of the health system’s contributions vests increasingly over time.
- You may also make additional contributions toward your retirement savings with the health system’s voluntary 457(b) plan, which includes a pretax option and a Roth after-tax option.
- Free consultation is available with professional advisors along with a host of digital tools to manage your financial health.

401(a) retirement savings plan		
Contribution schedule		
Years of Service	Employee contributions	Health system contributions
0 to 4	4%	3%
5 to 9	4%	4%
10 to 14	4%	5%
15 to 19	4%	6%
20 or more	5.5%	8.5%
Vesting schedule		
Years of Service	Vested percentage in employee contributions	Vested percentage in health system contributions
0-2	100%	0%
3 or more	100%	100%

Time away from work benefits

Paid time off and holidays

- The health system provides benefit-eligible employees a flexible program to meet needs for paid time off, regardless of the reason: vacations, personal days or sick time.
- In addition, the health system provides eight paid holidays and new employees are eligible the first day of employment.
- Below is the PTO and holiday schedule for full-time employees. Part-time employees of at least 0.5 FTE are eligible for PTO and holiday credit on a prorated basis.
- New hires will receive 24 hours frontloaded (based on FTE) at time of hire.

Years of Service	PTO hours accrued per pay period	Maximum hours in PTO bank	PTO days accrued per year	Annual holidays	Total paid days off per year*
<1	5.23	300	17+3**	8	28
1 and less than 5	6.15	300	20	8	28
5 and less than 10	7.68	300	25	8	33
10 and less than 15	8.63	300	28	8	36
15 or more	9.11	300	29.6	8	37.6

*based on 8 hours ** New hires receive 24 hours frontloaded (based on FTE) at time of hire

LEAVES OF ABSENCE

- The health system’s leave of absence program applies to many different situations, including the birth of a child, adoption or foster care of a child, a serious health condition, caring for a family member with a serious health condition, military leave, situations of domestic violence or sexual assault, and work accommodations, just to name a few.



Wellness benefits

Kansas City

Wellness program

- The health system provides a holistic wellness program free to all employees, regardless of eligibility for benefits.
- The program, awarded the highest certification as a Healthy KC Company by the KC Chamber, is available via website or app, making the content easy to access and use.

Support for mental and emotional health

- Services through our Employee Assistance Program are free and 100% confidential. EAP is open to all employees and their family members regardless of benefits eligibility.
- Each covered member is eligible to receive up to eight free counseling sessions per event.

Family Care Solutions program

- To help employees balance the demands of family and work, the health system offers support for back-up child, adult and elder care.
- Other family support programs include support for finding full-time child care, pet and people sitters, senior care, housekeeping, and discounts for tutoring and test preparation.

Career growth

Professional certification awards

- Achieving certification shows strong commitment to a profession, demonstrating expertise and ultimate mastery of a specialty. The health system awards eligible employees up to \$600 for achieving professional certification and \$400 for certification maintenance/renewal, up to two certifications per year.
- All full-time and part-time staff are eligible as are PRN staff who have worked at least 250 hours in the most recent 12 months.
- Cash awards are paid for certification in clinical and nonclinical professions.

Tuition reimbursement

- The health system provides tuition reimbursement for full-time employees with at least 12 months of service to pay for college courses toward an approved college degree from an accredited institution.
- Full-time employees may receive up to \$3,750 per year with a lifetime maximum of \$15,000; prorated amounts are available for part-time employees of at least 0.5 FTE.

Additional benefits and discounts

- All health system employees, regardless of benefit-eligibility, may take advantage of **Perks For You**, a digital portal with access to thousands of discounts on products and services.
- **Purchasing Power** allows benefit-eligible employees to make large purchases and pay over time interest-free with fixed payments taken directly from their paychecks.
- The health system makes it easy for employees to save for college expenses with direct deposit from their paychecks to contribute to a **Learning Quest Education Savings 529** account.
- The health system offers access to an array of benefit options available for an additional fee. Examples include life and accident insurances, auto and home insurances, identity theft protection, hospital indemnity and critical illness insurance, prepaid legal services and pet insurance.

The health system invests in employees

Our employees are the reason behind the health system's ability to provide the best healthcare in the region. Our commitment is to provide access to robust benefits that enable our employees to care for themselves and their families.

Note: The information included in this summary is intended to summarize the benefits offered in language that is clear and easy to understand. Every effort has been made to ensure that this information is accurate. It is not intended to replace the legal plan document or contract, which contains the complete provisions of a program. In case of any discrepancy between this handout and the legal plan document or contract, the legal plan document or contract will govern in all cases. An employee may review the legal plan document or contract upon request. The University of Kansas Health System reserves the right to suspend, revoke or modify the benefit programs offered to employees.