

CITY OF SALINA BENEFIT SUMMARY
Classified Full-Time Employees
Effective 01/01/2025

CAFETERIA PLAN	ASI administers the City of Salina Cafeteria Plan, which allows employees to pay for specified benefits with pre-tax wages. AFLAC administers supplemental insurance policies: Accident, Cancer, and Short-term Disability.
CALL-BACK PAY	Non-exempt employees may be designated as "on standby" in accordance with departmental-specific requirements. While not compensable time, non-exempt employees on standby shall for any inconvenience receive \$1.50/hour for each hour of being on standby. On observed holidays employees on standby shall receive \$2.50/hour for each hour of being on standby. If the employee is called back to work, he or she will receive a minimum of two (2) hours of call-back pay in addition to standby pay. Standby hours do not count towards the computation of overtime hours during a work week.
HEALTH INSURANCE	<p><i>Includes medical, prescription, and dental coverage.</i></p> <ul style="list-style-type: none"> The total premium for a Single Policy is \$661.00. <i>The employee share is \$132.00 per month; \$66.00 for 24 pay periods.</i> The total premium for an Employee + 1 Policy is \$1,477.00. <i>The employee share is \$295.00 per month; \$147.50 for 24 pay periods.</i> The total premium for a Family Policy is \$1,778.00. <i>The employee share is \$356.00 per month; \$178.00 for 24 pay periods.</i> <p>MEDICAL: Blue Cross & Blue Shield of Kansas</p> <ul style="list-style-type: none"> Co-insurance: The plan pays 50% of allowed charges. When the individual share equals \$2,000 or a maximum of \$4,000 (family), the plan pays 100% of all allowed charges. <p>PRESCRIPTION: BCBS (Prime Therapeutics)</p> <ul style="list-style-type: none"> Covered prescriptions are paid at 70% with no deductible. <p>DENTAL: Delta Dental of Kansas</p> <ul style="list-style-type: none"> Annual deductible is \$25 per person or \$75 per family for items not covered at 100%. Maximum benefit payment for each eligible person per benefit year is \$1,500.
HOLIDAYS	Twelve (12) paid holidays per year plus one (1) paid personal day (8 hours per day).
LIFE INSURANCE	<p><u>MetLife</u>-The City pays the full cost of a life insurance policy from MetLife, equal to the employee's annual rate of pay, with minimum coverage of \$20,000. Spouses are covered for \$15,000 and dependent children for \$10,000 (<i>age restrictions apply</i>).</p> <p><u>KPERS</u>-Eligible employees receive life insurance with coverage equivalent to 1.5 times the employee's annual salary.</p> <p><u>KP&F</u>-Eligible employees receive death benefits payable to the spouse and/or eligible children for Service-Connected death and Non-Service-Connected death, based on a percentage of the employee's final average salary. <i>If the employee does not have a surviving spouse or eligible children, the designated beneficiary receives a lump sum payment equal to the employee's current annual salary.</i></p> <p><u>KPERS & KP&F</u>-Employees may also elect to purchase Optional Group Life insurance for them and/or their spouses/children. KPF members can purchase coverage for spouse if they have OGL for themselves.</p>
LONGEVITY PAY	After five (5) years of continuous employment, employees will receive an annual payment equal to \$3.50 for each month of service if their overall performance rating has been 'good' or higher on annual evaluations. If paid, longevity shall be distributed to employees by December 15th.
OVERTIME PAY	Employees shall be compensated at a rate of one and one-half times (1½) the employees' regular rate of pay for hours worked in excess of forty (40) hours in one (1) standard work week.
RETIREMENT	All classified employees (except uniformed police and fire personnel) are enrolled in the Kansas Public Employees Retirement System (KPERS) upon employment. Benefits include retirement, life insurance, and disability. Uniformed police and fire personnel are enrolled in the Kansas Police and Fire Pension System (KP&F) upon employment. Benefits include retirement, service-connected death, non-service-connected death, and disability.

SAVINGS PLANS	Employees may elect to participate in a 457k (deferred compensation) savings plan through Mission Square Retirement. Other savings plans include Salina Municipal Credit Union, Roth IRA and Learning Quest.		
SHIFT DIFFERENTIAL PAY	For employees who are required to perform shift work on a regular basis outside of traditional daily schedules as a condition of employment, employees are eligible to receive additional shift differential pay at the rate of \$1.50 per hour worked. <ul style="list-style-type: none">Shift differential pay shall be provided for any hourly employee for hours worked during an eight (8) hour, ten (10) hour, or twelve (12) hour shift after 6:00 p.m. and prior to 6:00 a.m.Shift differential pay shall be paid for actual hours worked. If shift differential pay is applicable and authorized overtime occurs in conjunction with the regular workday, the shift differential shall be paid for each hour of overtime worked, and the shift differential pay shall be added to the base hourly rate prior to computing the overtime rate.		
SICK LEAVE	Eight (8) hours per month of service (unlimited accrual). Payout of 1/3, after five (5) years of service in good standing, upon separation.		
SKILL/COMPENTENCY BASED PAY	Skill/competency-based pay system is intended to foster and reward employee development of identified skills and/or competencies. Bilingual pay certification is an additional \$.75/hr.		
STANDBY HOURS	Non-exempt employees on standby shall, for any inconvenience, receive \$1.50/hour for each hour of being on standby. On observed holidays employees on standby shall receive \$2.50/hour for each hour of being on standby. If the employee is called back to work, he or she will receive a minimum of two (2) hours of call-back pay in addition to standby pay. Standby hours do not count towards the computation of overtime hours during a work week.		
TRAVEL & TRAINING	The City will cover the cost of certain approved work-related workshops and conferences. Professional society dues, registration fees, and tuition expenses may also be paid and/or reimbursed.		
VACATION	Classified Full-Time	Starting Balance = 48 hours	
	Years of Service	Vacation Hours Earned/Pay Period	Annual Hours
	0 through 0.50 years (Start to 6 mos.)	0	0
	0.50 through 4 years (>6-48 mos.)	3.6924	96
	5 through 9 years (>48-108 mos.)	4.6154	120
	10 through 14 years (>108-168 mos.)	5.5385	144
	15 through 19 years (>168-228 mos.)	6.1539	160
	20 through 23 years (>228 – 276 mos.)	7.0769	184
24 years and beyond (>276 mos.)	7.6923	200	
VISION	In Network Allowance: Frames=\$150.00; Contact Lenses=\$150.00 Member Fees: Eye exam= \$15.00; Glasses=\$15.00; Polycarbonate for Kids =\$25.00		
	Primary Only Silver Complete=\$10.83; Gold Complete= \$14.17. Primary +1 Silver Complete=\$17.33; Gold Complete=\$22.67	Primary + Children Silver Complete=\$22.75; Gold Complete=\$29.75. Whole Family Silver Complete=\$32.50; Gold Complete=\$42.50.	
WELLNESS	FREE immunizations for Influenza (flu), Tetanus, and Hepatitis B for employees.		
Benefits are subject to change by state and local officials. For specific details, refer to the employee Personnel Manual or contact the Human Resources Department. This Benefit Summary is neither a contract nor the basis for an implied contract between the City of Salina and any employee or group of employees.			
Revised 01/07/2025			