



Summary of Benefits City of Prairie Village

Medical Insurance QHDHP/HSA	United Healthcare www.uhc.com			
<i>Network/Plan Name</i>	QHDHP – Choice Plus (HSA)			
<i>Deductible</i>	<i>In-Network</i>		<i>Out-of-Network</i>	
Individual			\$2,700	
Family			\$5,400	
<i>Out-of-Pocket Max</i>				
Individual	\$3,000		\$6,000	
Family	\$6,000		\$12,000	
<i>Routine Preventive Care</i>	Covered at 100%		Deductible then 30%	
<i>Coinsurance (member pays)</i>	10%		30%	
<i>Inpatient Hospital Care</i>	Deductible then 10%		Deductible then 30%	
<i>Outpatient Facility Services</i>	Deductible then 10%		Deductible then 30%	
<i>Emergency Room</i>	Deductible then 10%		Deductible then 30%	
<i>Urgent Care</i>	Deductible then 10%		Deductible then 30%	
<i>Retail Pharmacy Copays</i>	Deductible then \$10/\$35/\$60 Co-pay		Deductible then \$10/\$35/\$60 Co-pay	
<i>Maximum HSA Contribution</i>				
Individual	\$3,450			
Family	\$6,850			
<i>Monthly Cost</i>	Total	City	EE w/ HRA	EE w/out HRA
Employee Only	\$434.76	\$503.39	(\$68.63)*	(\$48.63)*
Employee + 1	\$1,052.28	\$1011.26	\$41.02	\$63.14
Family	\$1,550.78	\$1,436.47	\$114.31	\$134.31
* HSA Contributions Made Based On Deduction Schedule				
<i>Network/Plan Name</i>	Base Choice Plus POS (Base)			
<i>Deductible</i>	<i>In-Network</i>		<i>Out-of-Network</i>	
Individual	N/A		\$5,000	
Family	N/A		\$10,000	
<i>Office Visit Co-pay</i>				
Primary Care Physician	\$35		Deductible then 40%	
Specialist	\$70		Deductible then 40%	
<i>Routine Preventive Care</i>	\$0		Deductible then 40%	
<i>Coinsurance (member pays)</i>	30%		40%	
<i>Inpatient Hospital Care</i>	30%		Deductible then 40%	
<i>Outpatient Facility Services</i>	30%		Deductible then 40%	
<i>Emergency Room</i>	\$250 then Coinsurance		\$250 then Coinsurance	
<i>Urgent Care</i>	\$70		Deductible then 40%	
<i>Retail Pharmacy Copays</i>	\$10/\$35/\$60 Co-pay		\$10/\$35/\$60 Co-pay	
<i>Out-of-Pocket Maximum</i>				
Individual	\$5,500		\$10,000	
Family	\$10,000		\$20,000	
<i>Monthly Cost</i>	Total	City	EE w/ HRA	EE w/out HRA
Employee Only	\$503.39	\$503.39	\$0.00	\$20.00
Employee + 1	\$1,218.39	\$1011.26	\$207.13	\$227.13
Family	\$1,795.59	\$1,436.47	\$359.12	\$379.12
Note: Out-of-pocket amount includes deductible, coinsurance, and all medical and pharmacy co-pays.				
<u>All Medical Plans:</u>	An additional \$20 per month will be assessed if the employee or anyone covered under the employee's coverage uses tobacco. (see Certification Regarding Tobacco Usage form.)			
<u>Tobacco User Rates</u>				
<u>When Changes Can Be Made</u>	Open Enrollment Period or qualifying 'Change of Life Status' event, which may include, but not limited to: marriage, birth, adoption, divorce, death, or change in employment status within 30 days.			
<u>Eligibility</u>	First of Month Following 30 Days of Employment			



Summary of Benefits City of Prairie Village

Dental Insurance	Delta Dental of Kansas 1.800.234.3375 www.deltadentalks.com					
	Base			Buy-Up		
<i>Calendar Year Deductible</i>						
Individual	\$50			\$50		
Family	\$150			\$150		
<i>Benefit Maximum</i>	\$1,000 per person per benefit year			\$1,500 per person per benefit year		
<i>Percentage Paid by Delta</i>						
Preventive	80%			100%		
Basic	60%			80%		
Major	40%			50%		
<i>Orthodontic Services</i>	Not Covered			\$1,500 lifetime maximum per person		
<i>Dependent Coverage</i>	Dependent children are covered to age 26.					
<i>Monthly Cost</i>	Employer	Employee	Total	Employer	Employee	Total
Employee Only	\$26.85	\$0.00	\$26.85	\$26.85	\$13.72	\$40.57
Employee + 1	\$26.85	\$23.90	\$50.75	\$26.85	\$49.79	\$76.64
Family	\$26.85	\$66.68	\$93.53	\$26.85	\$114.52	\$141.37
<i>When Changes Can Be Made</i>	Open Enrollment Period (Usually January of each year), or a qualifying 'Change of Life Status' event, which may include, but not limited to: marriage, birth of a child, adoption of a child, divorce, death of a spouse, death of a child, change in employment status.					
<i>Eligibility</i>	First of Month Following 30 Days of Employment					

Vision Insurance	Superior Vision 1.800.507.3800 www.superiorvision.com		
<i>Frequency of:</i>			
Exam	12 months		
Lenses	12 months		
Frames	24 months		
<i>Co-payment for:</i>			
Exam	\$10		
Materials:	\$25		
Contacts	Covered by copay (in lieu of glasses)		
Single Vision Lenses	Covered by co-pay		
Bifocal Lenses	Covered by co-pay		
Trifocal Lenses	Covered by co-pay		
Lenticular Lenses	Covered by co-pay		
Tints, dyes, photochromic	Discount		
Progressive	Discount		
Frames	Covered by co-pay		
Contacts Lens Fitting Fee	\$25		
<i>Frame Allowance</i>	\$130 retail		
<i>Contact Lens Allowance</i>	\$120 retail		
<i>Monthly Cost</i>	Employer	Employee	Total
Employee Only	\$5.94	\$0.00	\$5.94
Employee + Spouse	\$5.94	\$5.81	\$11.75
Employee + Child(ren)	\$5.94	\$5.57	\$11.51
Family	\$5.94	\$11.56	\$17.50
<i>When Changes Can Be Made</i>	Open Enrollment Period (Usually January of each year), or a qualifying 'Change of Life Status' event, which may include, but not limited to: marriage, birth of a child, adoption of a child, divorce, death of a spouse, death of a child, change in employment status.		
<i>Eligibility</i>	First of Month Following 30 Days of Employment		



Summary of Benefits City of Prairie Village

Short-Term Disability (optional)	Standard Insurance Company 1.800.628.8600 www.standard.com
<i>Benefit Percentage</i>	60% of Weekly Salary
<i>Maximum Benefit</i>	\$500 per week
<i>Benefit Duration</i>	90 days
<i>Monthly Cost</i>	100% Employee – Dependent Upon Age and Salary
<i>Eligibility</i>	First of Month Following 30 Days of Employment

Long-Term Disability (Employer paid)	Standard Insurance Company 1.800.628.8600 www.standard.com																								
<i>Benefit Percentage</i>	60% of Monthly Salary																								
<i>Monthly Benefit</i> Minimum Maximum	\$50 \$5,000																								
<i>Elimination Period</i>	90 days of disability due to the same or a related Sickness or Injury, which must be accumulated within a 180 day period																								
<i>Maximum Benefit Period</i>	The Insured Employee's Social Security Normal Retirement Age, or the Maximum Benefit Period shown below (whichever is later): <table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;"><u>Age at Disability</u></th> <th style="text-align: center;"><u>Maximum Benefit Period</u></th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">Less Than Age 60</td> <td style="text-align: center;">To Age 65</td> </tr> <tr> <td style="text-align: center;">60</td> <td style="text-align: center;">60 months</td> </tr> <tr> <td style="text-align: center;">61</td> <td style="text-align: center;">45 months</td> </tr> <tr> <td style="text-align: center;">62</td> <td style="text-align: center;">42 months</td> </tr> <tr> <td style="text-align: center;">63</td> <td style="text-align: center;">36 months</td> </tr> <tr> <td style="text-align: center;">64</td> <td style="text-align: center;">30 months</td> </tr> <tr> <td style="text-align: center;">65</td> <td style="text-align: center;">24 months</td> </tr> <tr> <td style="text-align: center;">66</td> <td style="text-align: center;">21 months</td> </tr> <tr> <td style="text-align: center;">67</td> <td style="text-align: center;">18 months</td> </tr> <tr> <td style="text-align: center;">68</td> <td style="text-align: center;">15 months</td> </tr> <tr> <td style="text-align: center;">69 and older</td> <td style="text-align: center;">12 months</td> </tr> </tbody> </table>	<u>Age at Disability</u>	<u>Maximum Benefit Period</u>	Less Than Age 60	To Age 65	60	60 months	61	45 months	62	42 months	63	36 months	64	30 months	65	24 months	66	21 months	67	18 months	68	15 months	69 and older	12 months
<u>Age at Disability</u>	<u>Maximum Benefit Period</u>																								
Less Than Age 60	To Age 65																								
60	60 months																								
61	45 months																								
62	42 months																								
63	36 months																								
64	30 months																								
65	24 months																								
66	21 months																								
67	18 months																								
68	15 months																								
69 and older	12 months																								
<i>Monthly Cost</i>	100% Paid by City																								
<i>Eligibility</i>	First of Month Following 30 Days of Employment																								



Summary of Benefits City of Prairie Village

Life Insurance (Employer paid for employee)	Standard Insurance Company 1.800.628.8600 www.standard.com
<i>Non-Commissioned Coverage</i> Basic Life Basic AD&D	\$10,000 Same as Basic Life. For other losses, a percentage will be payable.
<i>Commissioned Coverage</i> Basic Life Basic AD&D	5 times your annual earnings, maximum of \$350,000 Same as Basic Life. For other losses, a percentage will be payable.
<i>Age Reduction</i>	Coverage amounts reduce by 35% at age 70 and by 50% at age 75.
<i>Monthly Cost</i>	100% Paid by City
<i>Dependent Coverage (optional)</i> Basic Life - spouse Basic Life - child	\$4,000 \$2,000 each child
<i>Monthly Cost</i>	100% Paid by Employee
<i>Eligibility</i>	First of Month Following 30 Days of Employment

Identity and/or Legal Protection	ID Shield and Legal Shield 1.913.780.2375 www.adellassociates.com		
<i>Individual Plans – Monthly Cost</i>	Employer	Employee	Total
ID Shield	\$5.00	\$3.95	\$8.95
Legal Shield	\$0.00	\$16.95	\$16.95
Combo	\$5.00	\$20.90	\$25.90
<i>Family Plans – Monthly Cost</i>	Employer	Employee	Total
ID Shield	\$5.00	\$13.95	\$18.95
Legal Shield	\$0.00	\$18.95	\$18.95
Combo	\$5.00	\$28.90	\$33.90
<i>Employer Contribution</i>	\$5.00 towards ID Shield Paid by Employer		
<i>Eligibility</i>	First of Month Following 30 Days of Employment		



Summary of Benefits City of Prairie Village

Kansas Public Employees Retirement System (KPERS)	<p style="text-align: center;">KPERS 1.888.275.5737 www.kpers.org</p>
	<p>This is a plan provided by the State of Kansas and includes retirement, disability, and survivor benefits provided for eligible public employees and their beneficiaries. The employee contribution rate is 6% and is deducted from each paycheck. Membership is mandatory if your position is not seasonal or temporary, and requires you to work at least 1,000 hours per year. Employees are vested after five years of service.</p> <p>KPERS benefits include:</p> <ul style="list-style-type: none"> • Retirement benefit options for vested members; • Refund of your contributions and interest earnings if you should terminate employment; • The ability to Purchase Service Credit. The following types of service credit may be purchased: Credited prior service, non-credited prior service, military service, out-of-state teaching service, and out-of-state non-federal public service. Purchasing eligible service credit affects your pension by increasing the number of years credited service; • <u>Life insurance benefits equal to 150% of your eligible compensation if you are an active KPERS member;</u> • Disability income benefits provide a monthly benefit, based upon two-thirds of your annual rate of eligible compensation. To qualify you must be total disabled for 180 continuous days; • Survivor benefits which may include: refund of accumulated contributions; or pre-retirement survivor options; accidental death benefits; benefits payable for a death after retirement including survivor options, a lump sum death benefit of \$4,000; • Annual membership statements.
<i>Eligibility</i>	<p style="text-align: center;">Immediately</p>

City Police Pension Plan	
	<p>The City of Prairie Village offers a defined benefit pension plan for commissioned police officers. Under the plan, the officer contributes 4% of his/her base salary annually. The City's contribution may vary based on the actuary's calculations.</p> <p>The plan allows officers to accumulate a pension benefit of 2½% of the officer's final salary for each year of service. A member may retire after 20 years of service at 50% of his/her salary. Service points are capped at 30 years, resulting in a maximum benefit of 62½% of base salary after 30 years of service. Members of the plan are fully vested after 15 years of service, with partial vesting beginning after five years of service.</p>
<i>Eligibility</i>	<p style="text-align: center;">Immediately</p>



Summary of Benefits City of Prairie Village

City Supplemental Pension Plan 401(a) & Deferred Compensation 457	Voya Financial Advisers, LLC Marisa Brown – 913.661.3759 www.voya.com																
	<p>Eligible employees (non-commissioned employees only) are also enrolled in the City's supplemental retirement plan. Based upon the contribution an employee makes towards their 457 plan, the City will contribute a corresponding percentage to 401(a) in the employee's name. Eligible employees are able to direct the investment of the funds in their 457 and 401(a) accounts.</p> <p>The City of Prairie Village participates in the State of Kansas Deferred Compensation Program managed by Voya Financial Advisers. Deferred compensation is an optional plan that allows all full-time employees to postpone receiving part of their current salary until retirement. Employees pay no federal income taxes on the salary deferred or on any investment earnings until received. The plan is optional for employees.</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">Employee (%)</th> <th style="text-align: center;">City Match (%)</th> </tr> <tr> <th style="text-align: center;">457</th> <th style="text-align: center;">401(a)</th> </tr> </thead> <tbody> <tr><td style="text-align: center;">0.00</td><td style="text-align: center;">3.50</td></tr> <tr><td style="text-align: center;">1.00</td><td style="text-align: center;">4.00</td></tr> <tr><td style="text-align: center;">2.00</td><td style="text-align: center;">4.50</td></tr> <tr><td style="text-align: center;">3.00</td><td style="text-align: center;">5.00</td></tr> <tr><td style="text-align: center;">4.00</td><td style="text-align: center;">5.50</td></tr> <tr><td style="text-align: center;">5.00</td><td style="text-align: center;">6.00</td></tr> </tbody> </table>	Employee (%)	City Match (%)	457	401(a)	0.00	3.50	1.00	4.00	2.00	4.50	3.00	5.00	4.00	5.50	5.00	6.00
Employee (%)	City Match (%)																
457	401(a)																
0.00	3.50																
1.00	4.00																
2.00	4.50																
3.00	5.00																
4.00	5.50																
5.00	6.00																
<i>Eligibility</i>	Immediately																

Section 125 Plan and Flexible Spending / Dependent Care Accounts	WageWorks www.wageworks.com
	<p>This program allows employees to pay eligible insurance plan premiums and reimbursable health care (up to \$2,500 each year per family) and dependent care expenses (up to \$5,000 each year per family) on a pre-tax basis through payroll deduction. Eligible premium expenses are deducted before taxes are calculated and deducted. The dollars you pledge will be directed into each of the Flexible Spending Accounts. When eligible Plan expenses are incurred the employee files a claim for reimbursement of the expenses. Expenses must be incurred during the Plan Year.</p> <p>By using the Section 125 Plan for these expenses, you reduce the cost of your coverage by the amount of the tax savings. Any unclaimed funds remaining in the Flexible Spending Accounts after the March 15th deadline will be <u>forfeited</u>, so plan carefully.</p> <p>You must re-enroll in the Dependent Care and Health Care Reimbursement Flexible Spending Accounts each Plan Year.</p>
<i>Eligibility</i>	First of Month Following 30 Days of Employment



Summary of Benefits City of Prairie Village

Paid Holidays	
	<p>The City recognizes the following paid holidays:</p> <ul style="list-style-type: none"> • New Year’s Day • Martin Luther King, Jr. Day • President’s Day • Veteran’s Day • Memorial Day • Independence Day • Labor Day • Thanksgiving Day • The Friday following Thanksgiving Day • Christmas Day • Floating Holiday <p>Should a holiday fall on a Saturday, City offices will be closed on the preceding Friday. If a holiday falls on a Sunday, City offices will be closed on the following Monday.</p>
<i>Eligibility</i>	Immediately

Paid Vacation																			
	<p>Paid vacation time is available to regular, full-time employees upon hire during any pay period he/she works forty (40) hours or more. Paid vacation time is accrued on a per-pay period basis, resulting in the following annual vacation benefit based on years of service:</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Years of Service</th> <th>Days</th> <th>Hours per Pay Period</th> </tr> </thead> <tbody> <tr> <td>0 – 5</td> <td>11 days</td> <td>3.39</td> </tr> <tr> <td>6 – 10</td> <td>15 days</td> <td>4.62</td> </tr> <tr> <td>11-14</td> <td>20 days</td> <td>6.15</td> </tr> <tr> <td>15-19</td> <td>23 days</td> <td>7.08</td> </tr> <tr> <td>20 +</td> <td>25 Days</td> <td>7.69</td> </tr> </tbody> </table> <p>An employee’s unused vacation hours may be accumulated up to double his/her annual vacation allocation; once the maximum balance is met, accruals will cease until vacation time is used.</p>	Years of Service	Days	Hours per Pay Period	0 – 5	11 days	3.39	6 – 10	15 days	4.62	11-14	20 days	6.15	15-19	23 days	7.08	20 +	25 Days	7.69
Years of Service	Days	Hours per Pay Period																	
0 – 5	11 days	3.39																	
6 – 10	15 days	4.62																	
11-14	20 days	6.15																	
15-19	23 days	7.08																	
20 +	25 Days	7.69																	
<i>Eligibility</i>	Accrual Begins: Immediately – For Use: Immediately																		

Sick Leave	
	<p>A regular, full-time employee earns and accrues 3.39 hours of sick leave on a bi-weekly basis up to a maximum of 11 days per calendar year. Sick leave with pay may be accumulated to a maximum of seven hundred fifty (750) hours and may be taken 15 minute increments.</p>
<i>Eligibility</i>	Accrual Begins: Immediately – For Use: Immediately



Summary of Benefits (cont'd)

City of Prairie Village

Employee Assistance Program (EAP)	
	<p>The City of Prairie Village provides an Employee Assistance Program (EAP) through New Directions which provides confidential professional consultation and short-term counseling for employees and their family members at no charge. The program is designed to assist employees with personal issues and/or workplace issues. Services are available to family members who reside with the employee.</p> <p>For confidential assistance, please contact New Directions directly at 816-395-3866 or 800-669-6777 anytime 24-hours/day. If you prefer, you may also visit the New Directions web site at www.ndbh.com.</p> <p>The City of Prairie Village will not be advised that you have used this service.</p>
<i>Eligibility</i>	Immediately

Recreation Memberships	
	All regular full-time and part-time employees, their spouses, and children living in the same home with the employee will be provided with a Prairie Village Pool membership at no charge.
<i>Eligibility</i>	Immediately

Educational Expense Reimbursement	
	The City encourages employees to take advantage of educational courses which will improve job performance and prepare employees for promotional opportunities. After one year of full-time employment and with the prior approval of the employee's Manager and the Mayor, the City will pay up to fifty (50) percent per year of educational expenses up to the non-taxable limit for accountable plans as determined by the Internal Revenue Service.
<i>Eligibility</i>	1 Year of Continuous Employment