



# HARVEY COUNTY EMPLOYEE BENEFIT PACKAGE 2023

## HEALTH

### By Blue Cross Blue Shield of Kansas

Option A: \$500/\$1,000 deductible  
 Employee only: \$133.06 monthly  
 Employee and spouse: \$269.44 monthly  
 Employee and child(ren): \$244.94 monthly  
 Family: \$381.76 monthly

Option B: \$1,000/\$2,000 deductible  
 Employee only: \$116.50 monthly  
 Employee and spouse: \$233.38 monthly  
 Employee and child(ren): \$211.86 monthly  
 Family: \$329.20 monthly

Option C: \$1,500/\$3,000 deductible  
 Employee only: \$102.84 monthly  
 Employee and spouse: \$204.62 monthly  
 Employee and child(ren): \$184.74 monthly  
 Family: \$286.44 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 spouse: \$5.18 monthly  
 Employee and children: \$5.46 monthly  
 Family: \$14.08 monthly

## DENTAL

### By Delta Dental

Deductable: \$25  
 Diagnostic and preventative: 100%  
 Basic (subject to deductible): 80%  
 Major (subject to deductible): 50%  
 Employee only: \$0 monthly  
 Family: \$61.70 monthly

## RETIREMENT

### By KPERS

Tiers I, II and III  
 Employee contribution: 6%  
 Employer contribution: 8.43%  
 Fully vested in five years  
 OGLI eligible

### By KP&F

Tiers I and II  
 Employee contribution: 7.15%  
 Employer contribution: 22.86%  
 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  
 \$2,850 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.

*\*Benefits are subject to change at the discretion of the Harvey County Commission*