

JOHNSON COUNTY PARK POLICE DEPARTMENT

2009

EMPLOYEE BENEFITS SUMMARY

BENEFITS AVAILABLE FOR ALL FULL-TIME REGULAR EMPLOYEES

CAFETERIA 125 TAX SAVINGS BENEFIT PLAN

Through the Cafeteria 125 Tax Savings Benefit Plan, Johnson County Park & Recreation District allocates \$50.00 per month to spend on benefits. Employees may apply this District contribution in any combination among the following options. All payroll deductions for the benefit plan are pre-tax. Benefits become effective the first day of the month following 30 days of service.

1. COVENTRY MEDICAL "OPEN ACCESS" POINT OF SERVICE (P.O.S.) PLAN OPTIONS (PER MONTH)

Employee	\$28.98	Employee + Spouse	\$63.78
Employee + Child	\$57.98	Family	\$92.74

VISION (PER MONTH)

Employee	\$0.00
Employee + Child	\$0.00
Employee + Spouse	\$0.00
Family	\$0.00

2. ASSURANT DHA PREMIER PLAN OPTIONS (PER MONTH)

Employee	\$26.36	Employee + Spouse	\$53.26
Employee + Child	\$62.54	Family	\$89.44

3. FSA DEPENDENT CARE REIMBURSEMENT PLAN

Employees may allocate a maximum of \$5,000.00 per year (pre-tax) to this plan. Dependents include any child under the age of 13, and/or a dependent or spouse who is physically or mentally incapable of self-care. Employees may be reimbursed for qualifying dependent care coverage as set forth by the plan.

4. FSA HEALTH CARE REIMBURSEMENT PLAN

Employees may allocate a maximum of \$5,000.00 per year (pre-tax) to this plan. An account is maintained for each employee who allocates contributions. Employees may be reimbursed for health-related expenses as set forth by the plan.

5. BENEFIT ALLOCATION (TAXED)

Employees who are eligible for health benefits receive a monthly allocation of \$50.00, added to their paycheck, to help cover the cost of benefits or health care expenses. This amount is taxed.

BENEFITS AVAILABLE FOR ALL FULL-TIME AND PART-TIME REGULAR EMPLOYEES

1. DEFERRED COMPENSATION RETIREMENT and EMPLOYER MATCHING CONTRIBUTION

An employee may allocate up to a maximum of \$15,500.00 per year for the deferred compensation plans. The money will be invested, and upon termination or retirement, the balance can be rolled over to a qualified retirement plan or paid to the employee. The District's 401(a) plan will contribute a dollar for dollar match of an employee's contributions up to a maximum of 3.0% of an employee's bi-weekly base salary for each pay period.

2. DEPENDENT LIFE INSURANCE (District paid)

\$4,000.00 spouse insurance and \$1,000.00 dependent (6 months and older) insurance

3. GROUP LIFE INSURANCE (District paid)

Life insurance equal to 100% of employee's annual salary rounded up to the next \$1,000.00

4. OPTIONAL LIFE INSURANCE (Employee paid)

Optional term life insurance is available to employees who are members of the KPERs or KP&F retirement programs. Members can enroll any time, and the premium amount is paid through payroll deduction.

5. SHORT-TERM DISABILITY INSURANCE (Employee paid)

Employees can purchase Short Term Disability insurance, which will pay 60% of your salary for a disability up to 180 days. This plan can be used before the employee has used up accrued paid time off.

6. EMPLOYEE ASSISTANCE PROGRAM (District paid)

Employees and their family members living at home are eligible to participate in the Employee Assistance Program provided by New Directions.

7. VACATION

Full-time regular employees accrue vacation leave per month on a graduated scale beginning with 8 hours per month to a maximum of 13.5 hours per month depending on years of service. Part-time regular employees accrue vacation leave per month on a graduated scale beginning with 5 hours per month to a maximum of 8 hours per month depending on years of service. Employees must complete 6 months of employment before they are eligible to use vacation time.

8. SICK LEAVE

Full-time regular employees accrue 8 hours of sick leave per month. Part-time regular employees accrue 4 hours of sick leave per month. There is no waiting period, but employees must accrue sick leave before they are eligible to use it.

9. HOLIDAYS

Full-time regular employees receive up to 12 paid holidays based upon hire date. Part-time regular employees are paid for a holiday that falls on a normally scheduled workday and receive up to 10.5 days of paid holidays based upon hire date. [In 2009, maximum floating holidays for FT Reg. = 3; PT Reg. = 1.5]

10. KANSAS PUBLIC EMPLOYEES RETIREMENT SYSTEM (KPERs)

After one year of service, full-time and part-time regular employees become members of KPERs, and begin contributing 4% of their gross bi-weekly compensation. The District makes a contribution toward retirement, disability and life insurance. KPERs provides life insurance equal to 1½ times your annual salary. New employees with a current KPERs account become members the first day of employment, and begin contributing immediately.

KANSAS POLICE AND FIREMEN’S RETIREMENT SYSTEM (KP&F)

Employees serving in a law enforcement capacity will participate in KP&F, which begins the first day of employment. They contribute 7% of their annual salary and the District also contributes toward retirement and disability.

11. EDUCATIONAL REIMBURSEMENT

The District reimburses eligible educational expenses (contingent upon the availability of funds) upon completion of initial performance trial period.

12. COMPLIMENTARY CLASSES AND FAMILY DISCOUNTS

Employees are entitled to unlimited enrollments in designated District-sponsored classes at no charge. A 15% family discount is available for any eligible family member. (Selected Child-Care, Pro Shop and Nursery discounts are also available.)

***All benefits described in this summary are subject to, and governed by the terms, conditions, and limitations contained in the benefits plan documents and the *District Personnel Policy Manual*.**

“Johnson County Park & Recreation District does not discriminate on the basis of race, color, national origin, gender, religion, age or disability status in employment or the provisions of programs and services.”

