



Employee Benefit Summary

We offer:

- Medical, Dental and Vision insurance plans
- Two retirement plans- a 401Money Purchase Plan and 457 Deferred Compensation Plan
- Group Life Insurance
- Flexible Spending Account that include a Dependent Child Care option
- Short-Term and Long-Term Disability, Voluntary Life Insurance and Accident and Cancer plans
- Discounted registration fees on membership to Club 1Fitness

Health Insurance

The City's BCBS health insurance offers four options for full-time employee with coverage effective the first of the month following 30 days of employment. Options vary based on deductibles for the plan level you choose. These deductible options include:

Option #1	\$500 person/\$1000 emp, emp-ch, emp-sp & family
Option #2	\$1000 person/\$2000 emp, emp-ch, emp-sp & family
Option #3	\$1500 person/\$3000 emp, emp-ch, emp-sp & family
Option #4	\$3000 person/\$6000 emp, emp-ch, emp-sp & family -High Deductible Health Plan (HDHP)

	Tier 1- Employee	Tier 2- Emp/Children	Tier 3- Emp/Spouse	Tier 4- Family
Option #1	\$47.18 (\$94.36/mo)	\$83.75 (\$167.50/mo)	\$86.30 (\$172.60/mo)	\$146.22 (\$292.44/mo)
Option #2	\$34.73 (\$69.46/mo)	\$67.18 (\$134.36/mo)	\$69.74 (\$139.48/mo)	\$107.62 (\$214.24/mo)
Option #3	\$24.72 (\$49.44/mo)	\$52.05 (\$104.10/mo)	\$55.01 (\$110.02/mo)	\$76.54 (153.08/mo)
Option #4	\$0.72 (\$1.44)	\$2.75 (\$5.50/mo)	\$1.62 (\$3.24/mo)	\$2.05 (\$4.10/mo)

	Single	Employee/Children	Employee/Spouse	Family
Option #1	\$1,500	\$3,000	\$3,000	\$3,000
Option #2	\$2,000	\$4,000	\$4,000	\$4,000
Option #3	\$2,500	\$5,000	\$5,000	\$5,000
Option #4	\$3,000	\$6,000	\$6,000	\$6,000

*There is no prescription coverage under our group health care plan

Dental Insurance

Eligibility for this program begins on the first of the month following 30 days of employment.

Family	Single
\$27.23 (\$54.46/mo)	\$10.37 (\$20.74/mo)

Group Life Insurance

The City of Great Bend offers a voluntary Group Life insurance plan through The Hartford. The cost of this coverage is paid by equal contributions from the City and the Employee.

Vision Care Plan

All full-time employees are eligible the first of the month after 30 days of employment.

Monthly Rates	Platinum PK Complete 130	Platinum PK Complete 160	Gold PK Complete 130	Gold PK Complete 160	Rx Sun PK Materials Only 130	Rx Sun PK Materials Only 160
Employee Only	\$16.98	\$19.48	\$15.14	\$17.64	\$11.72	\$14.22
Employee +1	\$27.18	\$31.18	\$24.22	\$28.22	\$18.76	\$22.76
Employee+Children	\$31.36	\$35.96	\$27.94	\$32.56	\$21.64	\$26.26
Employee+Family	\$53.32	\$61.16	\$47.52	\$55.38	\$36.80	\$44.64

Supplemental Insurance

The City of Great Bend also offers the following voluntary benefits through Aflac and Hartford Life: Short and Long-Term Disability, Voluntary Life Insurance (Hartford Life), Accident and Cancer Insurance (Aflac). Your Department Secretary will give you more information upon hire. You may also contact Kaci Wells from Mitchell K Haney & Associates at 620.793.9190. Eligibility for these programs begins on the 1st of the month following 30 days of employment.

Identity Theft Protection

The City of Great Bend provides all full-time employees \$5000 worth of Identity Theft Protection thru Travelers Insurance Co. More information will be provided upon hire.

Retirement Plans

The City of Great Bend offers two retirement programs: a 401(a) plan which includes a City contribution of 8.75% for Public Safety personnel and 7.5% for non-Public Safety personnel. We also offer a voluntary 457 Deferred Compensation Plan. More information and details will be given upon hire.

Flexible Benefits Plan/ Flexible Spending Account

Employees have the option to participate in the Flexible Benefits Plan administered by Benefit Management. This is frequently referred to as a "Flexible Spending Account".

Vacation Leave Accrual

Full-Time Employees (Except 24-Hours Shift Employees)		
Years of Service	Hours Earned Per Month	Hours Earned Annually
0-4 years	8 hours	96 hours
5-9 years	10 hours	120 hours
10-14 years	11.34 hours	136 hours
15-19 years	13.34 hours	160 hours
20+ years	14 hours	168 hours
24-Hour Shift Employees		
Years of Service	Hours Earned Per Month	Hours Earned Annually
0-4 years	12 hours	144 hours
5-9 years	15 hours	180 hours
10-14 years	17 hours	204 hours
15-19 years	20 hours	240 hours
20+ years	21 hours	252 hours

Paid Holidays

New Year's Day	January 1st
President's Day	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4th
Labor Day	First Monday in September
Veteran's Day	November 11th
Thanksgiving Day	4th Thursday in November
Day After Thanksgiving	Friday after Thanksgiving
Christmas Eve	December 24th
Christmas Day	December 25th

Sick Leave Accrual

Full-Time Employees (Other Than 24-Hour Shift Employees)	8 hours per month
24-Hour Shift Employees	12 hours per Month