

November 1, 2020 to October 31, 2021  
**Employee Benefits Summary**



<b>Health Insurance</b>	<b>Meritain Health</b>	<b>High Deductible Health Plan (HDHP)</b> with Health Savings Account (HSA)	<ul style="list-style-type: none"> <li>▪ Deductible \$2000/\$2600-Employee/Family (calendar year)</li> <li>▪ Coinsurance 20/80% after deductible</li> <li>▪ PCP/Specialist office visit subject to deductible/coinsurance</li> <li>▪ Employer contribution to HSA</li> </ul>
	<b>SimplePay Health</b>	<b>Preferred-Provider Organization (PPO)</b>	<ul style="list-style-type: none"> <li>▪ No Deductible, no fees at time of service.</li> <li>▪ Only one monthly statement with the Simple Pay ID card.</li> <li>▪ Copay's and Out of Pocket Maximum's apply.</li> </ul>
<b>Dental Insurance</b>	<b>Delta Dental</b>		<ul style="list-style-type: none"> <li>▪ No deductible</li> <li>▪ \$1,500 annual maximum benefit (calendar year)</li> <li>▪ Basic/Major services at 50%</li> <li>▪ No orthodontic coverage</li> </ul>
<b>Vision Insurance</b>	<b>Vision Care Direct</b>		<ul style="list-style-type: none"> <li>▪ Options on exams and/or materials</li> <li>▪ 12 months benefit frequency</li> </ul>
<b>Health Savings Account</b>	<b>Mid America Credit Union</b>		<ul style="list-style-type: none"> <li>▪ If enrolled in the HDHP</li> <li>▪ Butler County contributes monthly</li> <li>▪ Contribution and other limitations may apply</li> </ul>
<b>Flexible Spending Accounts</b>	<b>Surency</b>	<b>Dependent Care</b>	<ul style="list-style-type: none"> <li>▪ Yearly household contribution limits apply</li> </ul>
		<b>Health Savings</b>	<ul style="list-style-type: none"> <li>▪ Yearly contribution limits apply</li> <li>▪ Cannot be utilized along with a HSA</li> </ul>
		<b>Limited Health Savings</b>	<ul style="list-style-type: none"> <li>▪ Yearly contribution limits apply</li> <li>▪ Can be utilized along with a HSA</li> <li>▪ Funds for dental and vision services only</li> </ul>
<b>Basic Life &amp; AD&amp;D</b>	<b>Companion Life</b>		<ul style="list-style-type: none"> <li>▪ Available upon hire</li> <li>▪ \$10,000 group life/AD&amp;D insurance benefit</li> <li>▪ Coverage costs provided by Butler County</li> </ul>
<b>Voluntary Benefits</b>	<b>Aflac</b>		<ul style="list-style-type: none"> <li>▪ Accident insurance</li> <li>▪ Cancer insurance</li> <li>▪ Hospital Indemnity insurance</li> <li>▪ Short Term Disability</li> <li>▪ Specified Event insurance</li> </ul>

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<b>Voluntary Retirement Savings</b>	<b>457 Retirement Plan</b>	<ul style="list-style-type: none"> <li>Eligible upon hire</li> <li>Personal retirement savings account, pre-taxed basis</li> </ul>
<b>Kansas Public Employee Retirement System</b>	<b>KPERS Benefits</b>	<ul style="list-style-type: none"> <li>Date of Hire, automatic enrollment at 6% contribution, pre-taxed</li> <li>Vesting after 5 years</li> <li>Basic Life Insurance and Death Benefits</li> <li>Additional optional life insurance coverage for you/family</li> <li>Long-term Disability Benefits</li> </ul>
<b>Employee Assistance Program (EAP)</b>	<b>Compliance One</b>	<ul style="list-style-type: none"> <li>Provides services to employee and/or family member</li> <li>Counseling, crisis intervention, legal/financial assistance, and many other personal problems</li> </ul>
<b>YMCA</b>		<ul style="list-style-type: none"> <li>Eligible upon hire</li> <li>County contributes \$15 per month toward membership</li> </ul>
<b>Public Student Loan Forgiveness Program</b>		<ul style="list-style-type: none"> <li>With full-time employment in a government position you may be eligible for the PSLF program. Check with the US Department of Education (<a href="http://www.studentaid.ed.gov">www.studentaid.ed.gov</a>) for requirements.</li> </ul>
<b>Butler County Employee Association</b>		<ul style="list-style-type: none"> <li>Eligible with enrollment, \$1.00 per pay period</li> <li>Employee discounts on various services</li> </ul>
<b>Vacation</b>		<ul style="list-style-type: none"> <li>Accrual starts upon hire; average of 80 hours per year</li> <li>Depends on hours worked and department</li> <li>Eligible to utilize after 6 month probationary period</li> </ul>
<b>Sick leave</b>		<ul style="list-style-type: none"> <li>Accrual starts upon hire; average depends on department</li> </ul>
<b>Holidays</b>		<ul style="list-style-type: none"> <li>10 paid holidays</li> </ul>

<b>Health Insurance Rates * 24 pay periods</b>	<b>Single Only</b>	<b>Family</b>
<b>PPO – SimplePay</b>	<b>\$78.83</b>	<b>\$174.28</b>
<b>HDHP – Meritain</b>	<b>\$49.25</b>	<b>\$109.25</b>

\*Health Insurance Rates are based on employee's (and spouse if enrolled) participation in Butler County's Wellness Program. Details outlined in the Premium Policy of the Administrative Policies manual.

<b>Dental Insurance Rates - 24 pay periods</b>	
<b>Employee</b>	<b>\$3.18</b>
<b>Family</b>	<b>\$7.64</b>