

CITY OF SALINA BENEFIT SUMMARY
Classified Full-Time Firefighter (24-Hour)
Effective 01/01/2025

EMPLOYEE ASSISTANCE PROGRAM (EAP)	<p>ComPsych Corporation</p> <ul style="list-style-type: none"> Free counseling, legal and financial consultation, work-life assistance and crisis intervention services provided to eligible employees and family members.
FLEXIBLE SPENDING ACCOUNT	<p>ASI Flex</p> <ul style="list-style-type: none"> ASI Flex administers the City of Salina's flexible spending account, which allows employees to pay for specified benefits with pre-tax wages. Health Care Expenses: Eligible expenses include medical, prescription, hearing, dental, vision, and over-the-counter health care products. Dependent Care Expenses: Child or adult day care services.
HEALTH INSURANCE	<p>Comprehensive health coverage includes medical, prescription, and dental coverage.</p> <ul style="list-style-type: none"> Single Policy: \$132.00/month. Employee + 1 Policy: \$295.00/month. Family Policy: \$356.00/month. <p>MEDICAL: Blue Cross & Blue Shield of Kansas</p> <ul style="list-style-type: none"> Co-insurance: The plan pays 50% of allowed charges. When the member's share equals \$2,000 or a maximum of \$4,000 (family), the plan pays 100% of all charges allowed. <p>PRESCRIPTION: BCBS Prime Therapeutics</p> <ul style="list-style-type: none"> Covered prescriptions are paid at 70% with no deductible. <p>DENTAL: Delta Dental of Kansas</p> <ul style="list-style-type: none"> Annual deductible is \$25 per person or \$75 per family for items not covered at 100%. Maximum benefit payment for each eligible person per benefit year is \$1,500.
HOLIDAYS	<ul style="list-style-type: none"> Twelve (12) paid holidays per year (10.04 hours per day). One (1) paid personal day (24 hours per day).
LIFE INSURANCE	<p>Reliance Standard Life Insurance</p> <ul style="list-style-type: none"> The City of Salina pays the full cost of this life insurance policy. Coverage is equal to the employee's annual base pay. Spouse coverage is \$15,000. Dependent children coverage is \$10,000 (<i>age restrictions apply</i>). <p>Kansas Police & Fire Pension System (KP&F)</p> <ul style="list-style-type: none"> Eligible employees receive death benefits payable to the spouse and/or eligible children for Service-Connected death and Non-Service-Connected death, based on a percentage of the employee's final average salary. <i>If the employee does not have a surviving spouse or eligible children, the designated beneficiary receives a lump sum payment equal to the employee's current annual salary.</i> Employees may also elect to purchase <i>Optional Group Life insurance</i> for themselves, spouses, and children. KP&F members can request additional <i>Optional Group Life insurance</i> on spouse if he/she (the employee) has the optional coverage also.
LONGEVITY PAY	<ul style="list-style-type: none"> After five (5) years of continuous employment, employees will receive an annual payment equal to \$3.50 for each month of service if their overall performance rating has been 'good' or higher on annual evaluations.
OPTIONAL SUPPLEMENTAL BENEFITS	<p>AFLAC</p> <ul style="list-style-type: none"> AFLAC administers supplemental insurance policies: Accident, Cancer Indemnity, and Short-term Disability.

OPTIONAL SUPPLEMENTAL BENEFITS (CONTINUED)	Vision Care Direct of Kansas <ul style="list-style-type: none"> In Network Allowance: Frames=\$150.00; Contact Lenses=\$150.00 Member Fees: Eye exam= \$15.00; Glasses=\$15.00; Polycarbonate for Kids =\$25.00 		
	<u>Primary Only</u> Silver Complete=\$10.83 Gold Complete= \$14.17 <u>Primary +1</u> Silver Complete=\$17.33 Gold Complete=\$22.67	<u>Primary + Children</u> Silver Complete=\$22.75 Gold Complete=\$29.75 <u>Whole Family</u> Silver Complete=\$32.50 Gold Complete=\$42.50	
OVERTIME PAY	<ul style="list-style-type: none"> Employees shall be compensated at a rate of one and one-half times (1½) the regular rate of pay for hours worked in excess a basic work period of fourteen (14) days. 		
RETIREMENT	Kansas Police & Fire Pension System (KP&F) <ul style="list-style-type: none"> Classified full-time employees are enrolled in the Kansas Police and Fire Pension System (KP&F) upon start of employment. Benefits include retirement, service-connected death, non-service-connected death, and disability Mission Square Retirement: <ul style="list-style-type: none"> Employees may elect to participate in a savings plan through Mission Square Retirement. 		
SAVINGS PLANS	<ul style="list-style-type: none"> Savings plans include Salina Municipal Credit Union and Learning Quest. 		
SICK LEAVE	<ul style="list-style-type: none"> Eleven (11.20) hours per month of service (unlimited accrual). Upon separation, payout of 1/3 after five (5) years of service in good standing. 		
SKILL/COMPENTENCY BASED PAY	<ul style="list-style-type: none"> Skill/competency-based pay system is intended to foster and reward employee development of identified skills and/or competencies. Bilingual pay certification is an additional \$.75/hr. 		
TRAVEL & TRAINING	<ul style="list-style-type: none"> The City will cover the cost of certain approved work-related workshops and conferences. Professional society dues, registration fees and tuition expenses may also be paid and/or reimbursed. 		
VACATION	Sworn Full-Time Fire/24-hour Shift	Starting Balance = 67.2 hours	
	Years of Service	Vacation Hours Earned/Pay Period	Annual Hours
	0 through 0.50 years (Start to 6 mos.)	0	0
	0.50 through 4 years (>6-48 mos.)	5.1692	134.4
	5 through 9 years (>48-108 mos.)	6.4615	168.0
	10 through 14 years (>108-168 mos.)	7.7538	201.6
	15 through 19 years (>168-228 mos.)	8.6154	224.0
	20 through 23 years (>228 – 276 mos.)	9.9077	257.6
	24 years and beyond (>276 mos.)	10.7692	280.0
WELLNESS	<ul style="list-style-type: none"> FREE immunizations for Influenza (flu), Tetanus, and Hepatitis B for employees. 		
<i>Benefits are subject to change by state and local officials. For specific details, refer to the employee Personnel Manual or contact the Human Resources Department. This Benefit Summary is neither a contract nor the basis for an implied contract between the City of Salina and any employee or group of employees.</i>			