

CITY OF SALINA BENEFIT SUMMARY
Classified Full-Time Firefighter (24-Hour)
Effective 01/01/2026

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| 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: \$143.00/month. Employee + 1 Policy: \$319.00/month. Family Policy: \$384.00/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. |

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| 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=\$10.84 Gold Complete= \$14.18 <u>Primary +1</u> Silver Complete=\$17.34 Gold Complete=\$22.68 | <u>Primary + Children</u> Silver Complete=\$22.76 Gold Complete=\$29.76 <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 | <p>Kansas Police & Fire Pension System (KP&F)</p> <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 <p>Mission Square Retirement:</p> <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. | | |
| <p><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></p> | | | |