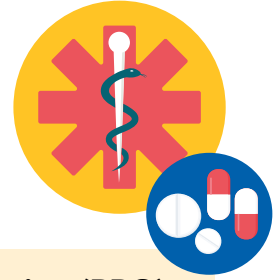


HEALTH BENEFITS

Eligible 1st of month following employment

MEDICAL AND PRESCRIPTION DRUG COVERAGE Blue Cross and Blue Shield of KC



OPTION 1

High-Deductible Health Plan (HDHP)

Deductible: \$2,800 single/\$5,600 family
100% coverage after deductible met

Coverage Level	Cost per Paycheck
All Levels	\$0

Medical Health Savings Account Lively

City contribution to pre-tax spending account for medical purposes, money rolls over each year.

IRS yearly limit: \$3,600 single; \$7,200 family;
55+ years old: +\$1,000 catch-up contribution.

Enrollment Tier	Annual City Contribution
Employee Only	\$900
Employee + Spouse	\$1,200
Employee + Child(ren)	\$1,200
Employee + Family	\$1,500



OPTION 2

Preferred Provider Organization (PPO)

Deductible: \$500 single/\$1,500 family
80% coverage after deductible met

Coverage Level	Cost per Paycheck
Employee Only	\$6.48
Employee + Spouse	\$14.25
Employee + Child(ren)	\$12.63
Employee + Family	\$18.14

Medical Flexible Spending Account Discovery Flex

Optional pre-tax savings account for medical expenses, no rollover.

IRS yearly contribution limit: \$2,750.

DENTAL COVERAGE

MetLife Dental



Coverage Level	Cost per Paycheck
Employee Only	\$2.20
Employee + Family	\$9.68

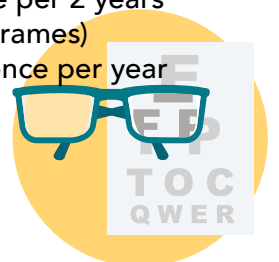
- ▶ Comprehensive coverage including two cleanings and one full X-ray set each year covered at 100%
- ▶ Basic services covered at 80%
- ▶ Yearly benefit maximum \$1,500
- ▶ Orthodontia for children under 26 up to lifetime max. \$1,000

VISION COVERAGE

MetLife Vision

Coverage Level	Cost per Paycheck
Employee Only	\$0.43
Employee + Spouse	\$1.24
Employee + Child(ren)	\$1.30
Employee + Family	\$1.92

- ▶ Comprehensive vision exam once per year
- ▶ Glasses lenses once per year; frames once per 2 years (\$130 frame allowance; \$150 on featured frames)
- ▶ Contact lenses (in lieu of glasses lenses) once per year (\$110 allowance)





FREE TELEPHONIC / VIDEO TELEHEALTH

First Stop Health (Must be enrolled in City medical plan)

- ▶ Medical consult with board-certified physician
- ▶ Unlimited consultations for you and your dependents
- ▶ Avoid costly visits to ER & Urgent Care
- ▶ No intermingling with sick people in waiting rooms

MEDICAL WAIVE OPTION

The City will pay a stipend to FTEs if medical coverage is waived and proof of insurance is provided.

EMPLOYEE ASSISTANCE PROGRAM (EAP)



Free confidential professional counseling assistance available through MetLife.



LIFE INSURANCE + DISABILITY BENEFITS

Provided through KPERS / KPF and KC Life.

RETIREMENT PLANS

KPERS / KPF

Mandatory participation for full-time, benefit-eligible employees.

401(A) (KPERS members only)

Irrevocable option to contribute 0% or 3% of base pay

You contribute 0% ▶ City contributes 3%

You contribute 3% ▶ City contributes 10%



Years of Service	3	4	5	6	7
Percentage of City Funds Vested	20%	40%	60%	80%	100%

ICMA-RC

Deferred Compensation Plan and ROTH IRA options.



TUITION REIMBURSEMENT

Program includes educational advancement as well as vocational coursework up to \$2,500 annually.

PAID LEAVE

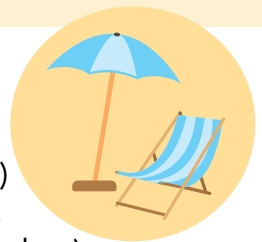
HOLIDAYS: 9 per year (approved by Council)

PERSONAL: 24 hours per year (pro-rated depending on start date)

SICK: Accrue at a rate of 3.7 hours per pay period; cap at 520 hours

VOLUNTEER TIME: 24 hours per year (pro-rated depending on start date)

VACATION: Accrued each pay period



Years of Service	<1*	1	2	3	4	5	6	7	8	9	10-20	20+
Max Hours Accrued	80	88	96	104	112	120	128	136	144	152	160	200

*Vacation may not be used until 6 months of continuous service is attained.