

Employee Benefits

Group Health, Dental, and Prescription Drug Coverage

Regular, full-time employees are eligible to enroll in the City of Ottawa's health, dental and prescription drug insurance program. Coverage is effective the first day of the month following 30 days of employment.

Coverage cost (bi-weekly):

Single \$22.50

Family \$174.15

Employees who are eligible to retire under KPERS/KP&F may continue city group health care coverage for themselves and their spouse. However, the retired employee pays all premiums for such coverage.

Optional Insurances

Employees have an opportunity to enroll in cancer, personal short-term disability, personal accident plan, personal recovery plus, and/or personal long term care insurance policies.

Flexible Spending Accounts

Regular, full-time employees are given an opportunity to enroll in a voluntary plan designed to save the employee taxes on group health and dental insurance premiums as well as other allowable product premiums withheld from the employee's paycheck, unreimbursed medical expenses, and dependent care expenses.

Life Insurance

All regular full-time employees are enrolled in the city's group term life insurance at no cost to the employee. This provides \$15,000 death benefit payable to the employee's designated beneficiary. Dependent coverage is available at the rate of \$2,000 for spouse and \$1,000 for dependent child(ren) at a cost to the employee of 0.29 bi-weekly.

Active KPERS members receive an insured death benefit equal to 150% of their salary; the employer pays the full cost of this benefit. Active KP&F members are eligible for a death benefit, with the amount of benefit based on service-connected or non service-connected death.

Both KPERS and KP&F members have the option of enrolling in KPERS Optional Group Life Insurance. Employees decide how much coverage they need and pay the cost of the additional coverage through payroll deduction. Coverage amounts range from \$5,000 to \$250,000 in \$5,000 increments.

Vacation Leave

Vacation Leave is available for full-time and regular part-time employees and amount earned will vary with years of service to the City.

Sick Leave

Sick leave is available for full-time and regular part-time employees.

Sick Leave Bank

In addition to Sick Leave, the Sick Leave Bank offers additional benefits for regular full-time employees who have exhausted all personal vacation and sick leave and have suffered an illness or injury.

Holidays

Employees are eligible for eight paid holidays per year, along with one City-designated 8-hour floating holiday.

Personal Leave

A total of 24 hours of personal leave will be provided each year, and will be pro-rated for new hires based on date of hire.

Educational Assistance

Reimbursement for tuition costs of job related education may be available.

Employee Assistance Program

The City offers an employee assistance program for employees who may be coping with a variety of problems. The initial evaluation and up to two additional visits will be at no cost to the employee. Additional services will be billed to the patient's health insurance.

Deferred Compensation

Employees may voluntarily have an amount deducted from his/her paycheck to be placed in a 457 deferred compensation plan. Employees who contribute no less than \$10/per payroll shall be eligible for contributions paid by the City at the following rates: \$39/quarter for FLSA non-exempt employees (employees eligible for overtime), and \$65/quarter for FLSA exempt employees.

Retirement

The State of Kansas maintains a defined benefit retirement program that is funded by both employers and employees. Final average salary and years of service are part of the formula that determines the amount of each employee's monthly retirement benefit. In addition, disability and death benefits are also included for all participants.

All eligible employees, except commissioned police and fire personnel, are covered by KPERS (subject to membership rules of the system) and are required to enroll after twelve months of continuous City service. All commissioned police and fire employees are covered by KP&F (subject to membership rules of the system) and are required to enroll on their hire date.