

Employee Benefits

As of January 1, 2011

Probation Period: All county employees are subject to a 6-month probationary period beginning on the effective date of employment. There will be no time off granted with pay during this period. If an additional probationary period is necessary, the probationary period may be extended an additional 6-months by the department head.

Days of Pay: All county employees will be paid every two weeks. Earnings are calculated from Monday morning 12:01 a.m. to Sunday night 12:00 p.m. two weeks later. Paychecks will be issued on the following Wednesday.

Vacation Days: 10 days first year, 15 days at 5 years, 20 days at 15 years. Employee must be employed 1 year prior to use. Vacation days must be taken by the end of the calendar year.

Holiday Leave: The county commissioners shall by motion, at budget time each year, designate for the county employees which days shall be paid holidays for the next year.

Sick Leave: 12 days per year. Upon completion of six months of service 6 days will be credited to new employees and at 12 months the other 6 days will be credited. Employee can accumulate up to 90 days of sick leave.

Personal Leave: 2 days per year. Must be employed 1 year prior to use. Personal days must be taken by the end of the calendar.

Health Insurance: BlueCross BlueShield of Kansas is available on the first day of the month following 30 days of employment.

Employee insurance premium is covered 100% by Grant County.

Coverage costs for Grant County

Employee	\$ 489.07
Employee/Child	\$ 976.43
Employee/Spouse	\$1,050.45
Family	\$1,537.81

Plan is 50/50 up to \$750.00 (\$750.00 per calendar year) and \$1,500.00 maximum per family

Prescription Card \$15.00 for generic drugs and \$30.00 for name brand drugs

Life Insurance is \$20,000.00 for employee

Grant County covers first \$10.00 per month of the employee dental plan premium.

Dental Plan: Principal Voluntary Dental Plan Monthly Rates.

Employee Only	\$28.47
Employee/Children	\$66.18
Employee/Spouse	\$57.51
Family	\$95.22

Vision Plan: Principal Voluntary Vision Plan.

Employee Only	\$ 9.50
Employee/Children	\$18.39
Employee/Spouse	\$19.59
Family	\$28.46

Employee life insurance premium is covered 100% by Grant County.

Term Life Insurance:

Prudential Life Insurance - \$17,500 employee, \$10,000 spouse and \$5,000 each child – available following 6 months employment.

Retirement Plan: KPERS, All county employees are required to participate in the retirement plan. Contributions are 4% from gross pay if hired prior to July 1, 2009 or 6% of gross pay if hired after July 1, 2009.

The following are authorized withholdings that can be withheld from an employees pay:

- Consecro – Cancer, Intensive Care, Accident, Short Term Disability
- AFLAC - Cancer, Intensive Care, Accident, Short Term Disability
- ING – Deferred Compensation Savings
- AIG/VALIC – Deferred Compensation Savings
- New York Life – Whole Life Insurance for employee or family members
- Platinum Services, Inc. – Cancer, Heart & Stroke

The following are mandatory deductions that are withheld from an employees pay:

- Federal Withholding
- Retirement Contribution (after completion of 1 year service)
- State Withholding
- Garnishments/Income Assignments (if applicable)
- Social Security

Employee Assistance Program: The County provides an Employee Assistance Program that includes counseling or other types of assistance to help employees and their families in resolving problems.