

KANSAS STATE UNIVERSITY

UNIVERSITY SUPPORT STAFF BENEFITS

Welcome to Kansas State University! When you join the K-State family, you gain access to a variety of benefits that make your life a little better. We truly believe that our employees are the university's greatest assets, and we take pride in ensuring you work in a positive, responsive environment that prioritizes your needs. Benefit eligible employees are employees in a non-temporary position hired for 0.5 FTE or greater.

If you have any questions about the benefits listed below, please contact Human Resources for more information.

k-state.edu/hr/benefits

YOUR HEALTH

Health insurance — You can select from a variety of medical insurance plans, including prescription, dental and vision. Coverage begins on the first of the month following 30 days of employment.*

Flexible spending accounts (FSA) — You may select pre-tax payroll deductions for qualified health expenses for you and your dependents. Dependent care FSA for qualified dependents is also available.*

Health and wellness — HealthQuest, a state of Kansas program, provides health and wellness services, some of which may lower employee health insurance premiums.

Live Your Best Wellness — K-State's wellness program assisting and encouraging employees to "Live Your Best" in a holistic sense. Join the movement: #PurpleIsProgress

YOUR BENEFITS & DISCOUNTS

Workers compensation — You are covered at any location at which you are working for the university.

Long-term disability — You are covered by long-term disability insurance as of the first day of hire.

Optional long-term care — You have two options for long-term care insurance. Legacy Services is an individualized policy program broker, and Genworth offers a group policy through the State Employee Health Plan (SEHP).

AFLAC policies — Optional insurance policies are available to you through a partnership with AFLAC and the K-State Credit Union.

Employee assistance program — You have access to a variety of resources to help you and your family members through life events.

Employee perks — Various university departments provide employee discounts. These include, but are not limited to, K-State Athletics, McCain Auditorium, Recreational Services and Colbert Hills Golf Course.

State Thanks and Recognition (STARS) — This program is sponsored by the state of Kansas and provides a variety of discounts to employees.

**See footnote on back page*

UNIVERSITY SUPPORT STAFF BENEFITS CONTINUED

YOUR TIME

Vacation leave — You will accrue eight hours of vacation time per pay period, with adjustments for part-time employment, not to exceed 176 hours per year and to a maximum accrual of 304 hours.

Sick leave — You will earn 3.7 hours of sick leave per pay period. Leave is adjusted based on the number of hours worked in a pay period.

Holidays — You receive paid holidays, as designated by the State of Kansas.

Special leave — Other leave options are available for qualified events, including funeral/bereavement leave, military leave or Family and Medical Leave (FMLA) entitlements.

YOUR FUTURE

Kansas Public Employees Retirement System (KPERS) — In this mandatory retirement program, you contribute 6 percent of your pretax pay. Coverage begins at your date of hire.*

Voluntary 403(b) plans — Choose from multiple providers and make employee-only contributions through a pretax and/or after-tax payroll deduction.

Deferred compensation (457) — You may make contributions on a pretax or aftertax basis through payroll deduction to Great West Financial Partners.

Learning Quest Education Savings Program (529) — An excellent way to save for education expenses, the plan allows earnings to accumulate on a tax-deferred basis and distributions are tax and penalty free when used for qualified education expenses.

YOUR EDUCATION

Employee tuition assistance — The university provides tuition assistance for one undergraduate or graduate course for up to three hours of credit during each fall, spring and summer semester. Additional criteria applies. Please see the student financial assistance website for more information.

Dependent/spouse tuition assistance — Full-time students may receive a tuition grant for up to seven undergraduate credit hours or three graduate credit hours per fall and/or spring semester. Additional criteria applies. Please see the student financial assistance website for more information.

Basic life insurance — The university provides an amount equal to 150 percent of your annual compensation.

KPERS optional life insurance — You are eligible for a guaranteed issue if enrolled within 30 days of hire and may purchase coverage from \$5,000 to \$300,000 for you or your spouse, subject to underwriting approval. Coverage for dependents is also available.*

Teachers and Employees Association (TEA) optional life insurance — This plan provides a guaranteed issue if enrolled within 30 days of hire. Coverage from \$10,000 to \$500,000 or five times your annual salary is available, subject to underwriting approval. Coverage for dependents and will preparation is also available.*

*Many benefits have deadlines for enrollment for new employees. Please see the HR Benefits website (k-state.edu/hr/benefits) for more information regarding deadlines and enrollment FAQs.

Learn more
Human Resources
785-532-6277
benefits@k-state.edu k-state.edu/hr

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