



Employment Benefits with Riley County, KS

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2021 Holidays

New Year's Day	01/01/2021
Martin Luther King Day	01/18/2021
President's Day.....	02/15/2021
Memorial Day	05/31/2021
Independence Day.....	07/05/2021
Labor Day.....	09/06/2021
Veteran's Day	11/11/2021
Thanksgiving Day	11/25/2021
Day after Thanksgiving	11/26/2021
Christmas Eve	12/24/2021
New Year's Day	12/31/2021

The following benefits are available to Full-Time and Part-Time Employees for Riley County, Kansas.

Medical Insurance

Riley County is a member of the State of Kansas Employee Health Plan (SEHP) for Non State Groups. Medical insurance coverage is optional. New employees have 30 days from the first day of employment to complete the enrollment process. Coverage takes effect on the 31st day of employment. Currently, Blue Cross/Blue Shield of Kansas and Aetna are the providers. Five plans are offered: Plan A (traditional plan) Plan C or N (qualified high deductible plans), or Plan J or Q (non-qualified high deductible plan).

2021 Employee Rates

Plan Year 2021						
Bi-Weekly Non-Wellness Rates for Employees						
Employee Category	Plan A	Plan C	Plan J	Plan N	Plan Q	
Full-Time						
Employee Only	\$ 41.11	\$ 35.36	\$ 55.96	\$ 24.86	\$ 27.99	
Employee + Spouse	\$ 244.14	\$ 133.77	\$ 166.83	\$ 92.33	\$ 102.77	
Employee + Children	\$ 128.28	\$ 68.34	\$ 97.28	\$ 47.08	\$ 52.04	
Employee + Family	\$ 435.85	\$ 230.37	\$ 285.94	\$ 164.60	\$ 194.50	
Part-Time						
Employee Only	\$ 123.85	\$ 55.01	\$ 69.81	\$ 37.17	\$ 41.84	
Employee + Spouse	\$ 380.13	\$ 173.78	\$ 195.50	\$ 118.09	\$ 131.46	
Employee + Children	\$ 209.42	\$ 93.86	\$ 115.93	\$ 63.95	\$ 70.69	
Employee + Family	\$ 607.05	\$ 277.06	\$ 326.00	\$ 198.49	\$ 234.55	

Health Savings Account & Health Reimbursement Account

Health Savings Account (HSA) 2021 IRS Maximum total is \$2600 for Employee and \$7200 for Employee/Spouse and Family. SEHP contributions to a HRA or HSA will begin at the start of the next calendar quarter after their coverage becomes effective.

Dental Insurance

Provided by Delta Dental. Employees may sign up as a stand-alone policy.

Vision Insurance

Provided by Surency Vision. Employees may sign up as a stand-alone policy.

Retirement Options

Riley County participates in the Kansas Public Employee Retirement System (KPERs).

All eligible employees are covered by KPERs and are automatically enrolled on their hire date. Employees transferring from a current KPERs employer will transfer enrollment.

Both the County and employee contributions to the retirement program are fixed by state statute, employees contribute 6% of their gross wage. Riley County contributes 8.87%.

KPF (Kansas Police and Fire) is a retirement plan by the State of Kansas for qualified employees under the EMS/Ambulance and Fire Departments. KPF employees contribute 7.15% and Riley County contributes 22.80%.

Deferred Compensation Programs

Riley County offers an additional optional retirement benefit with KPERs 457 Retirement Services and Nationwide Retirement Systems. Social Security and KPERs may not be enough for retirement, the KPERs 457 is a great additional retirement option.

Flexible Spending Account

Riley County offers an employer sponsored Flexible Spending Account. The program can save tax dollars by allowing employees to use before-tax dollars to pay for eligible benefits. Employees may elect to have a specified dollar amount deducted from their salary for out of pocket medical expenses and dependent care expenses they anticipated for the year.

Basic Life Insurance

Basic Life Insurance is provided to full-time and part-time employees of the County when they become members of KPERs. The term life insurance is provided by the County and is equal to 150% of a member's annual compensation.

Life Insurance

Optional Group Life Insurance is available to full-time and part-time employees of the County when they become members of KPERs or KPF. Riley County also offers additional life insurance policies through Illinois Mutual. Premiums are based on an employee's age.

AFLAC

AFLAC is a supplemental voluntary insurance. AFLAC plans pay benefits directly to the employee regardless of other insurance coverage. Plans offered include Accident Plans, Critical Care Protection, Cancer Plans, Short Term Disability, and Hospital Plans. Coverage levels range from Employee only, Employee/Spouse, Employee/Children and Employee/Family.

Employee Assistance Program (EAP)

Riley County provides an EAP through the State of Kansas Health Plan Benefit, which is available to all employees. The program is a confidential service provided to employees and their families. The EAP offers confidential emotional support, work-life solutions, legal guidance, and financial resources. They offer online support, as well as direct access to a Guidance Consultant. The EAP offers 24/7 support, resources, and information. The program provides for referral to appropriate professional resources for assistance.

Compensation

Riley County uses a pay grade and step structure to determine equitable pay. All annual salary changes (step increases or cost-of-living) will go in effect during the first pay period of the year. Step increases are performance based. All pay increases are subject to the availability of funds and approval of the Board of County Commissioners.

Leave Benefits

Annual Leave

Annual leave shall be used for personal leave and short-term sick leave.

Accrual Rate for Full Time employees
1st year3.69 hours earned Bi-weekly
2-10 years5.54 hours earned Bi-weekly
11+ years6.46 hours earned Bi-weekly

Extended Sick Leave

Extended Sick Leave (ESL) is an additional benefit. ESL is used for long-term illness lasting more than 24 consecutive per illness. ESL is awarded to Riley County employees by the Board of County Commissioners.

Accrual Rate for Full Time employees
1.85 hours per pay period

Regular Part Time employees earn Annual Leave and ESL on a prorated amount of hours based on hours worked each week.

Why Riley County?

Riley County provides services that positively impact residents and businesses. Our team of dedicated public servants enjoy making a positive contribution to society while working to create a safe and prosperous future for Riley County, Kansas.

