



Benefit Package Overview

Insurance: Medical, Dental, Vision

SEKMHC/Ashley Clinic is part of the State Employee Health Plan. Participants can choose between 4 different health plans through Blue Cross Blue Shield or Aetna as well as options for a health savings or flexible spending account. All medical plan options include prescription and lab benefits and 100% coverage for preventive services when using a network provider. The dental coverage is provided by Delta Dental, and the vision coverage is provided by Avesis. You can also elect coverage for eligible dependents, including lawful spouse, children, and stepchildren under 26 years old.

Leave Time & Holidays

Full-time employees with 0 to 4 years of service receive 15 days of Paid Time off annually. As well as 40 hours of Short Term Absence Time that can be used for illness, personal days, emergency leave, etc. All full-time employees will accrue 8.66 hours a month of Extended Short Term Absence Time too. This can be used for extended absences due to personal or family health issues or loss of a loved one.

Eligible employees also receive 12 paid holidays per year.

Retirement

All eligible employees of SEKMHC/Ashley Clinic are members of the Kansas Public Employee Retirement System (KPERs). Under current law, KPERs members contribute 6% of their salary to KPERs by payroll deduction. Your contributions earn a guaranteed 4% annual interest, paid quarterly. There is a possibility for additional interest, depending on KPERs' investment returns.

KPERs 457 is also available to eligible employees. KPERs 457 is a deferred compensation plan. It's a simple way to help supplement your KPERs and Social Security benefits. Contributions are automatically deducted from your pay before tax. You can start with as little as \$12.50/paycheck.

KPERs 401(a) is an additional enhanced retirement plan offered to qualified positions.

Life Insurance

As a KPERs member, employees automatically have 150% of their salary in life insurance coverage at no additional cost. Eligible employees also have \$15,000 worth of life insurance coverage, \$5,000 of coverage for spouses, \$1,000 of coverage for children up to 6 months, and \$2,000 worth of coverage for children 6 months up to 26 years old through Principal, at no additional cost.

You also have the option to purchase additional life insurance through KPERs Optional. The cost for this is paid by the employee through automatic deductions from your paycheck.

Employee Assistance Program

The Employee Assistance Program (EAP) is a special service provided for benefits-eligible employees and their dependents at no charge. The EAP provides information, short-term counseling, advice, and referrals from licensed professionals. In addition, our agency has contracted with surrounding Community Mental Health Centers to provide services to employees and family members.

Employee Scholarship Opportunity

Employees interested in obtaining a Master's Degree to become a licensed therapist are eligible for funding, letters of recommendation, internship/practicums, and more.