

**Fire District #1 - Johnson County,  
Kansas**

*490 New Century Parkway  
New Century, KS 66031  
Phone 913-764-7635*



*Rob Kirk, Fire Chief*

## **2020 Fire District #1 – Benefits Summary**

### **365 Health and Wellness Program**

Employees and spouses who participate in the Go365 wellness program can earn discounted health insurance premiums from 7% up to 15% plus bonus bucks in the earnings mall.

### **Health Insurance**

We offer a traditional PPO with three coverage levels: employee, employee + children, and family. Dependents are covered until age 26.

Employee coverage is paid at 100%. The District pays 75% of the other coverage levels.

### **Vision Insurance**

Vision coverage is available to employees enrolled in either of the Districts health care plans with four coverage levels: employee, employee + spouse, employee + children, and full family.

### **Dental Insurance**

Dental coverage is available to employees with four coverage levels: employee, employee + spouse, employee + children, and full family.

**Life Insurance:**

All full-time employees are covered by an employer-sponsored tier life insurance policy in the amount of their annual salary up to \$60,000.00. Employees may purchase additional life insurance for themselves, spouse, or children upon enrollment.

Full-time employees who qualify also receive life insurance benefits in the amount of 1.5x their annual salary from KPERs and/or KP&F.

**Voluntary Insurance Benefits:**

The employee may purchase optional coverages through Colonial such as Short-Term Disability, Long-Term Disability, Cancer plans, Hospital Confinement, Accident, Life, Specific Health Event, and Dental.

A representative will meet with the employee to discuss options that will fit their family and health needs.

**Firefighter Relief Association:**

A firefighter is covered under the Relief Act from the first day of service regardless of any probationary status.

**Retirement Plans:**

KP&F

Fire District Employees are required to participate in the state-provided retirement plan KP&F for firefighters. The plan pays a guaranteed monthly benefit for the rest of the employees' life upon retirement. The benefit is based on average salary, a benefit multiplier and years of service. Life insurance and disability benefits are provided at no cost to the employee. For more information on the plan visit [www.KPERS.org](http://www.KPERS.org).

- Vested after 15 years
- Contribute a mandatory 7.15% of salary
- Contributions earn 4% interest annually
- Guaranteed lifetime benefit upon retirement
- Death Benefit

## **ICMA 457 Plan**

The Districts 457 Plan is a voluntary retirement plan for full-time employees. It is managed through the International City/County Management Association (ICMA). Employees can set aside a specified amount of their after-tax income to be deducted from their paycheck and invested in options of the employee's choice. Participants are eligible for this benefit the first day of employment, and participants can access funds at this account at any time.

## **Other Benefits:**

### **Employee Assistance Program**

The District works directly with New Direction Behavioral Health. The EAP provides at no cost to the employee, short-term, confidential, professional and free counseling services for an employee and their immediate family members.

For more information on the plan visit [www.ndbh.com](http://www.ndbh.com)

**Vacation:**

See Administrative Policy 100.16 for complete details.

**Sick Leave:**

Shift Personnel accrue twelve (12) hours per month. There is no maximum amount of sick leave accrual.

**Personal Leave:**

See Administrative Policy 100.16 for complete details.

**Bereavement Leave:**

Shift Personnel may be granted a maximum of two 24 hours shifts or 48 hours off with pay.

**Pool Pass:**

Annual Pool Pass to the Gardner Aquatic Center provided by the City of Gardner.

**Holidays:**

Holiday observances have been established for 2020 Holidays.

- New Years Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day

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