

20 24

EMPLOYEE BENEFITS

City of Lenexa

Healthcare

The City of Lenexa is committed to helping our employees stay healthy, have peace of mind, and benefit from their employee experience. We offer both a Preferred Provider Organization (PPO) and a Qualified High Deductible Plan (QHDP) medical plan. The premium rate is dependent on wellness program participation. If you enroll in the QHDP plan, the City will contribute \$1,500 for full-time employee only coverage or \$2,000 for full-time employee+1/family coverage into a health savings account (HSA).

2024 Semi-Monthly Medical Premiums

	Employee		Employee + 1			Family		
	Full Wellness	No Wellness	Full Wellness	One Wellness	No Wellness	Full Wellness	One Wellness	No Wellness
PPO	\$74.00	\$148.00	\$138.00	\$207.00	\$276.00	\$219.00	\$328.50	\$438.00
QHDP	\$45.50	\$91.00	\$85.00	\$127.50	\$170.00	\$132.00	\$198.00	\$264.00

2024 Semi-Monthly Dental Premiums

	Employee	Employee + 1	Family
Dental	\$5.00	\$9.00	\$13.00

2024 Semi-Monthly Vision Premiums

	Employee	Family
Base Plan	Paid for by the City	
Buy-Up Plan	\$2.75	\$7.17

On-Site Health Center

The LiveWell Health Center is located on-site and is available Monday through Friday to give you prompt, quality care. You'll see a provider within minutes of arrival and can be treated for everything from a sore throat to a sprained ankle.

Additional Benefits

- Health savings account — City contribution
- Flexible spending account
- Short-term and long-term disability — City paid
- Voya voluntary benefits (accident, critical illness, and hospital indemnity)
- Pet insurance
- Identity theft protection

Retirement

- KPERs/KP&F state pension
- 457(b) traditional and Roth
- 401(a) — The City contributes 4% with up to an additional 2% match based on 457(b) participation.

Lifestyle

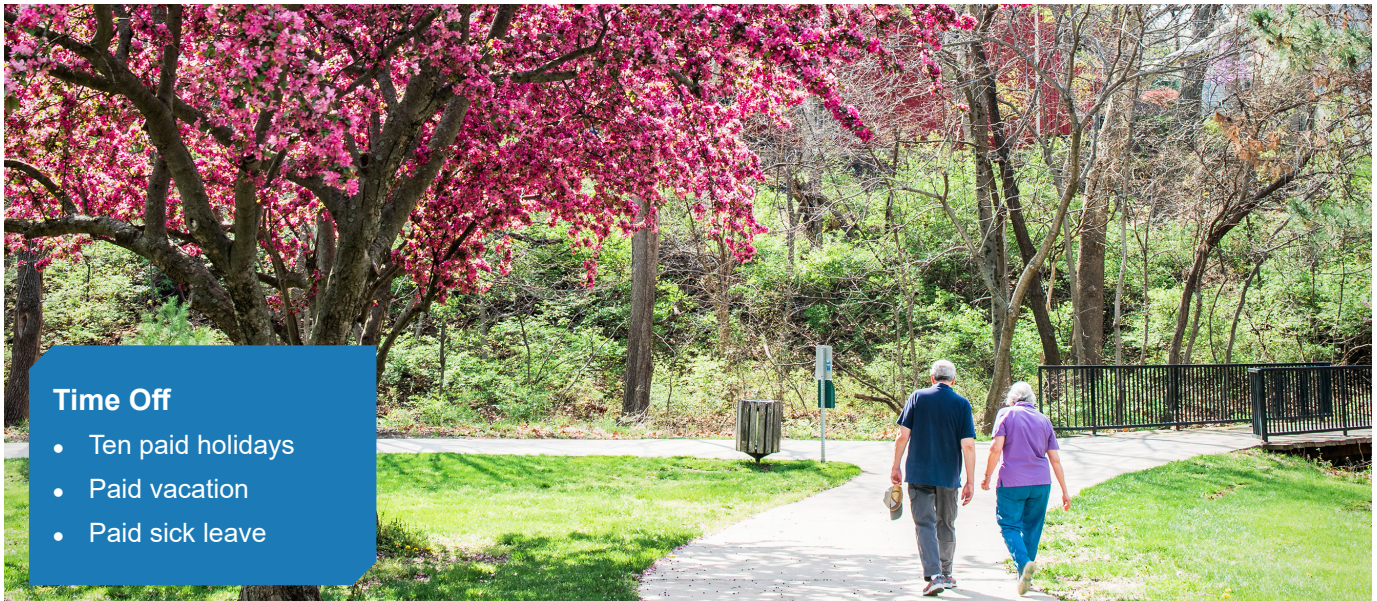
- \$3,500 annual/\$25,000 total tuition reimbursement
- Employee assistance program
- Free employee Rec Center Core membership & 20% discount on family members

Part-Time Benefits

The City offers benefits to employees working 1,000+ hours per year. Part-time employees are eligible for the following benefits:

- Medical and prescription drugs
- Dental
- Vision
- Flexible spending accounts
- Health savings accounts
- Accident insurance
- Critical illness insurance
- Hospital indemnity insurance
- Nationwide pet insurance
- Norton LifeLock Identity Theft Protection

If you enroll in the QHDP plan, the City will contribute \$750 for employee only coverage or \$1,000 for employee+1/family coverage into a HSA.



Time Off

- Ten paid holidays
- Paid vacation
- Paid sick leave

	Full-Time 40 Hours	Full-Time 30+ Hours	Part-Time	Shift Firefighters
Vacation Hours	Starts at 80 per year	Starts at 60 per year	Starts at 40 per year	Starts at 112 per year
Sick Leave Hours	96 per year	72 per year	48 per year	134 per year
Personal Hours	16 per year	12 per year	8 per year	24 per year