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BENEFITS SUMMARY

Johnson County Community College provides employees with a broad spectrum of benefits including but not limited to: Health, Life, EAP, 403(b) & 457(b) retirement plans and Kansas Public Employee System (KPERs) membership.

JCCC HEALTHCARE PLANS

Faculty and Full-time Staff (hourly and salaried)

Faculty, full-time staff and qualified dependents are eligible for all JCCC healthcare offerings.

- Including 5 JCCC subsidized medical plans to choose from (2 with no premium), a subsidized dental plan, vision plan, and additional group term life insurance

The college also pays:

- An 8% contribution to a 403(b) retirement plan
- A \$50,000 basic group life insurance plan

JCCC HEALTHCARE PLANS			SEMI-MONTHLY PREMIUMS
MEDICAL Blue Cross Blue Shield of KC (BCBSKC)	Preferred-Care Blue EPO	Employee	\$77.74
		Employee +1	\$142.46
		Family	\$196.61
	Preferred-Care Blue PPO	Employee	\$65.50
		Employee +1	\$120.01
		Family	\$164.55
	Preferred-Care Blue—BlueSaver HDHP	Employee	\$0
		Employee +1	\$0
		Family	\$0
	BlueSelect Plus PPO	Employee	\$57.65
		Employee +1	\$105.63
		Family	\$144.82
BlueSelect Plus—BlueSaver HDHP with Spira Care	Employee	\$0 + JCCC HSA \$49	
	Employee +1	\$0 + JCCC HSA \$90	
	Family	\$0 + JCCC HSA \$124	
DENTAL Delta Dental	Employee	\$1.91	
	Employee +1	\$3.76	
	Family	\$6.69	
VISION Surency	Employee	\$6.97	
	Employee +1	\$13.44	
	Family	\$18.74	
LIFE INSURANCE The Standard	Basic Life and AD&D (\$50K)	\$0	
	Optional Life and AD&D	\$0.26/\$1,000	
	Dependent	\$3.41	

2024 Medical Plan Overview

JCCC BCBSKC 1/1/2024–12/31/2024	PREFERRED-CARE BLUE (LARGER NETWORK)			BLUESelect PLUS (SMALLER NETWORK)	
	EPO	PPO	BLUE SAVER HDHP	PPO	HDHP WITH SPIRA CARE CENTERS
HSA Eligible?	NO	NO	YES	NO	YES
Deductible (Individual / Family)	NA	\$500 / \$1,500	\$3,200 / \$6,400	\$500 / \$1,500	\$3,200 / \$6,400
Coinsurance (Your Share)	NA	20%	0%	20%	0%
Out-of-Pocket Max (Individual / Family)	\$6,350 / \$12,700	\$2,000 / \$4,000	\$3,200 / \$6,400	\$2,000 / \$4,000	\$3,200 / \$6,400
Preventive Care (In-Network)	No Cost	No Cost	No Cost	No Cost	No Cost
Office Visit	PCP: \$35 Copay Specialist: \$70 Copay	PCP: \$35 Copay Specialist: \$70 Copay	Deductible then No Charge	PCP: \$35 Copay Specialist: \$70 Copay	Spira Care Center: \$60 flat fee Other Offices: Deductible then No Charge
Urgent Care	\$70 Copay	\$70 Copay	Deductible then No Charge	\$70 Copay	Deductible then No Charge
Emergency Room	\$200 Copay	\$200 copay, then deductible then 20%	Deductible then No Charge	\$200 copay, then deductible then 20%	Deductible then No Charge
Inpatient or Outpatient Services	\$300 Copay per day limited to 5 Copays per member per year	Deductible then 20%	Deductible then No Charge	Deductible then 20%	Deductible then No Charge
MRI, MRA, CT and PET Scans, etc.	\$200	Deductible then 20%	Deductible then No Charge	Deductible then 20%	Deductible then No Charge
Prescription Drugs <i>Retail</i>	\$12 / \$50 / \$70	\$12 / \$50 / \$70	Deductible then No Charge	\$12 / \$50 / \$70	Deductible then No Charge
Prescription Drugs <i>Mail Order*</i>	\$30 / \$125 / \$175	\$30 / \$125 / \$175	Deductible then No Charge	\$30 / \$125 / \$175	Deductible then No Charge

*\$20 Mail Order Maintenance Incentive for EPO & PPO plans

IN ADDITION

Faculty, full-time staff and part-time regular staff also receive:

- ▣ Kansas Public Employee Retirement System (KPERS)
 - All faculty, full-time staff and part-time regular staff are required to participate
 - When you are eligible for retirement, KPERS pays a lifetime monthly benefit
 - Basic life insurance equal to 150% of your annual salary
 - Long-term disability benefits based on 60% of your annual salary if you qualify
- ▣ Holiday, personal, and sick time off
- ▣ Vacation accruals
- ▣ Employee Assistance Program (EAP) with Deer Oaks
- ▣ Cariloop: Caregiver Support Program

Paid Leave Accruals *(see insert for extended tables and details)*

JCCC FULL-TIME POSITION	SICK LEAVE (PER MONTH)	PERSONAL DAYS	FLOATING HOLIDAYS	FIXED HOLIDAYS	VACATION	ANNUAL VACATION CARRYOVER ALLOWED
9-Month Faculty	8 hours	16 hours	N/A	N/A	N/A	N/A
10-Month Faculty	8 hours	16 hours	N/A	N/A	5 days per year	N/A
12-Month Faculty (0-9 years)	8 hours	16 hours	8 hours	14 days	12 hours per month	288 hours
12-Month Exec./Prof. (0-9 years)	8 hours	16 hours	8 hours	14 days	12 hours per month	288 hours
12-Month Hourly (0-5 years)	8 hours	16 hours	8 hours	14 days	8 hours per month	288 hours
JCCC PART-TIME REGULAR POSITION	PERSONAL ANNUAL LEAVE (PAL)					ANNUAL VACATION CARRYOVER ALLOWED
PT-R 20 hours/week	0-5 year part-time employment 48 hours per year worked (4 hours/month)					108 hours
PT-R 25 hours/week	0-5 year part-time employment 60 hours per year worked (5 hours/month)					108 hours
PT-R 30 hours/week	0-5 year part-time employment 72 hours per year worked (6 hours/month)					108 hours
PT Exempt Salaried	144 hours through the first 9 years of employment (12 hours/month)					216 hours

As part of the JCCC family, all staff and faculty are eligible for and receive access to the following extra benefits:

- ▣ Voluntary 403(b) & 457(b) defined contribution retirement plans
- ▣ JCCC tuition reduction for all employees and eligible dependents
- ▣ Staff & Organizational Development
- ▣ Hiersteiner Child Development Center
- ▣ Employee Assistance Plan (EAP)



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This benefit package is presented as a matter of information. In the event of any inconsistency between a statement in this benefit package and the relevant plan document or plan summary, the plan document or plan summary will control over the statement in this benefit package.

PAID LEAVE ACCRUALS




JCCC FULL-TIME POSITION	SICK LEAVE (PER MONTH)	PERSONAL DAYS	FLOATING HOLIDAYS	FIXED HOLIDAYS	VACATION		ANNUAL VACATION CARRYOVER ALLOWED
9-Month Faculty	8 hours	16 hours	N/A	N/A	N/A		N/A
10-Month Faculty	8 hours	16 hours	N/A	N/A	5 days per year		N/A
12-Month Faculty	8 hours	16 hours	8 hours	14 days	12.0 hrs. (0-9 yrs.) 13.34 hrs. (10-14 yrs.) 14.67 hrs. (15-19 yrs.) 16.0 hrs. (20+ yrs.)	18 days 20 days 22 days 24 days	288 hours 304 hours 320 hours 336 hours
12-Month Salary Exec./Prof.	8 hours	16 hours	8 hours	14 days	12.0 hrs. (0-9 yrs.) 13.34 hrs. (10-14 yrs.) 14.67 hrs. (15-19 yrs.) 16.0 hrs. (20+ yrs.)	18 days 20 days 22 days 24 days	288 hours 304 hours 320 hours 336 hours
12-Month Hourly	8 hours	16 hours	8 hours	14 days	8.0 hrs. (0-5 yrs.) 10.0 hrs. (6-7 yrs.) 12.0 hrs. (8-9 yrs.) 13.34 hrs. (10-14 yrs.) 14.67 hrs. (15-19 yrs.) 16.0 hrs. (20+ yrs.)	12 days 15 days 18 days 20 days 22 days 24 days	288 hours 288 hours 288 hours 304 hours 320 hours 336 hours

JCCC PART-TIME REGULAR POSITION	CONSECUTIVE YEARS WORKED	PERSONAL ANNUAL LEAVE (PAL) ACCRUAL PER MONTH/YEAR		PAL CARRYOVER ALLOWED
Part-Time Regular 20 Hours/Week	0-5	4.0 hrs./mo.	48 hrs./yr.	108 hours
	6-7	5.0 hrs./mo.	60 hrs./yr.	135 hours
	8-9	6.0 hrs./mo.	72 hrs./yr.	150 hours
	10-14	6.67 hrs./mo.	80 hrs./yr.	180 hours
	15-19	7.33 hrs./mo.	88 hrs./yr.	198 hours
	20+	8.0 hrs./mo.	96 hrs./yr.	216 hours
Part-Time Regular 25 Hours/Week	0-5	5.0 hrs./mo.	60 hrs./yr.	108 hours
	6-7	6.25 hrs./mo.	75 hrs./yr.	135 hours
	8-9	7.5 hrs./mo.	90 hrs./yr.	150 hours
	10-14	8.33 hrs./mo.	100 hrs./yr.	180 hours
	15-19	9.17 hrs./mo.	110 hrs./yr.	198 hours
	20+	10.0 hrs./mo.	120 hrs./yr.	216 hours
Part-Time Regular 30 Hours/Week	0-5	6.0 hrs./mo.	72 hrs./yr.	108 hours
	6-7	7.5 hrs./mo.	90 hrs./yr.	135 hours
	8-9	9.0 hrs./mo.	108 hrs./yr.	150 hours
	10-14	10.0 hrs./mo.	120 hrs./yr.	180 hours
	15-19	11.0 hrs./mo.	132 hrs./yr.	198 hours
	20+	12.0 hrs./mo.	144 hrs./yr.	216 hours
Part-Time Exempt Salaried *	0-9	12.0 hrs./mo.*	144 hrs./yr.	216 hours
	10-14	13.34 hrs./mo.*	160 hrs./yr.	240 hours
	15-19	14.67 hrs./mo.*	176 hrs./yr.	264 hours
	20+	16.0 hrs./mo.*	192 hrs./yr.	288 hours

*A part-time exempt salaried employee will accrue PAL on a pro-rated basis in accordance with the "hours per week" associated with their position. PAL accrued will be determined by applying a percentage to the schedule, determined by dividing the "hours per week" an employee is normally assigned to work by 40 hours.



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