



FORT HAYS STATE UNIVERSITY

Forward thinking. World ready.

Human Resource Office - 112 Sheridan Hall - (785) 628-4462

Health and Wellness Benefits

State Health Plans

Health benefits begin for employees on the first day of the month after the completion of a 30-day waiting period as well as prescriptions, dental and vision. You have choices when it comes to your health care coverage. There are five health plan options. Each option is designed differently (for example, deductibles, coinsurances and copays).

www.kdheks.gov/hcf/sehp/default.htm

Health Care Providers

There are two health care vendors

- Blue Cross and Blue Shield of Kansas
- Aetna

www.kdheks.gov/hcf/sehp/default.htm

HealthQuest

Premium Discount

Employees enrolled in the medical portion of the Employee Health Plan have an opportunity to earn credits by participating in wellness activities offered through HealthQuest. Those who complete a health assessment questionnaire (worth 10 credits) and earn an additional 30 credits will earn an incentive. The incentive is a discount on health plan premiums.

www.kdheks.gov/hcf/healthquest/rewards.html

Wellness Program

- 24/7 Nurse Line
- Health Coaching
- Condition Management Programs
- Tobacco Cessation
- Biometric Health Screenings

www.kdheks.gov/hcf/healthquest/

Employee Assistance Program

In today's fast-paced world, trying to manage work, home, family, and all the associated demands can sometimes be a real test. And occasionally, wouldn't it be nice if there were an experienced, objective professional who could answer a confidential question or help with one of life's concerns? EAP is a special service available to employees and their dependents at no charge. Marriage and relationship concerns, family and parenting questions, domestic violence, emotional and stress related issues, alcohol and drug related problems or grief and loss.

<http://www.kdheks.gov/hcf/healthquest/eap.html>

Voluntary Insurance Products

The State of Kansas has contracted with Metropolitan Life to offer other insurance products, which include Accident, Hospital Indemnity, and Critical Illness. These are voluntary, employee-paid options.

www.metlife.com/stateofks/

Long Term Care Insurance

The State of Kansas has contracted with LifeSecure Life Insurance Company to offer Group Long Term Care Insurance to benefit eligible employees through a voluntary, employee-paid program. Certain family members are eligible as well.

www.kdheks.gov/hcf/sehp/LTC.htm

Disability & Life Insurance

Long-Term Disability

If you become disabled, you may qualify for a disability benefit based on 60% of your annual salary.

The minimum monthly benefit is \$100, and the maximum is \$5,000. You must be disabled for 180 days and no longer receive compensation from your employer.

Life Insurance

Eligible employees have basic group life insurance equal to 150 percent of their annual salary. FHSU pays for the cost of this benefit.

The State of Kansas also offers optional group life insurance. Optional life insurance coverage can be elected for the employee, their spouse, and their dependent children. Optional life insurance premiums are automatically processed through a payroll deduction.

<https://www.kpers.org/optionallife/>

FHSU Wellness Center

The FHSU Wellness Center isn't just another campus gym; it's a place to get involved, meet people, and find out what's happening on campus. As a staff or a faculty member, you have access to state-of-the-art fitness facilities free of charge.

www.fhsu.edu/tigerwellness/

Retirement

Mandatory Kansas Board of Regents Plan

Eligible faculty and unclassified professional staff participate after a one year waiting period for those with no prior participation in a pension plan at an institution of higher education in the USA. The plan is a 403(b) defined contribution plan. Employee contribution is 5.5%; University contribution is 8.5% for a total of 14% to be distributed at employee's discretion. Employee may choose from one of these two companies: Voya or TIAA.

www.kansasregents.org/about/regents_retirement_plans/mandatory_retirement_plan

Voluntary Tax Shelter Accounts

Eligible faculty and staff can elect to participate in additional tax shelters through the basic retirement companies listed above or any other Board of Regents approved company licensed to sell in the State of Kansas.

www.kansasregents.org/about/regents_retirement_plans/voluntary_retirement_plan

Deferred Compensation Plan

The Kansas Public Employees Deferred Compensation Plan is a voluntary 457(b) savings plan. Eligible faculty and staff can participate immediately.

www.kpers.org/kpers457.html

Employee Resources

Tuition Assistance Program

Provides tuition assistance for employees, their spouses, and dependents of the employee based on Fort Hays State University eligibility criteria.

www.fhsu.edu/humanresourceoffice/Other-Benefits/#Tuition_Assistance

Free Campus Parking

Free parking for all university faculty and staff.

Tiger Tots Child Care

Even tiny tigers can take advantage of the education offered at FHSU. Activities like finger painting, stories, cooking and recess are all a part of the fun daily schedule. Quality daycare and preschool center on campus for kids 2 ½ to 5 years of age.

www.fhsu.edu/tigertots/

FHSU Faculty and Unclassified Staff Handbook

www.fhsu.edu/provost/handbook/

FHSU University Support Staff Handbook

www.fhsu.edu/humanresourceoffice/Employee-Handbooks/

State of Kansas Employee Services

www.kansas.gov/employee/