Health and Wellness Benefits

State Health Plans
Health benefits begin for employees 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).
https://healthbenefitsprogram.ks.gov/sehp/state-employee-health-plan

Health Care Providers
There are two health care vendors
- Blue Cross and Blue Shield of Kansas
  https://healthbenefitsprogram.ks.gov/sehp/vendors/blue-cross-blue-shield-of-kansas
- Aetna
  https://healthbenefitsprogram.ks.gov/sehp/vendors/aetna

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 40 credits will earn an incentive. The incentive is a discount on health plan premiums.
https://healthbenefitsprogram.ks.gov/sehp/healthquest/home

HealthQuest Wellness Programs
- 24/7 Nurse Line
- Health Coaching
- Naturally Slim Weight Management Program
- Condition Management Programs
- Tobacco Cessation
- Biometric Health Screenings

Employee Assistance Program
EAP is a special service available to employees and their dependents at no charge. The EAP provides information, short-term counseling, advice, and referrals from licensed professionals who understand the typical stresses we all face day in and day out.
https://healthbenefitsprogram.ks.gov/sehp/healthquest/employee-assistance-program

Voluntary Insurance Products
The State of Kansas has contracted with The Hartford to offer other insurance products, which include Accident, Hospital Indemnity, and Critical Illness. These are voluntary, employee-paid options.
https://healthbenefitsprogram.ks.gov/sehp/vendors/the-hartford-voluntary-supplemental-benefits

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.
https://healthbenefitsprogram.ks.gov/sehp/vendors/long-term-care-insurance-program

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/hhp/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. The employee contributes 5.5% of salary in pre-tax funds and the University contributes 8.5% of employee’s salary to the employee’s selected provider: 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. 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/