



Enhancements to Benefits and Compensation

Key Facts for Great Bend Employees

September 2021

Investing in You

In appreciation for your resilience and continued commitment to patients, co-workers, the health system and community, the health system is placing significant investments in compensation and benefits for employees. This is a summary of how those enhancements and ongoing harmonization of Human Resources initiatives will impact employees at Great Bend locations.

Resources for more information:

Benefits Connection portal: visit kansashealthsystembenefits.com. This is our central hub for benefits information. Start by visiting the section for Great Bend employees and then explore other resources for deeper knowledge of your benefits.

Annual benefits enrollment materials: Information about how to enroll in (or waive) 2022 benefits will be available in multiple ways starting mid-September.

- You will receive home mailings including:
 - postcard with planning tips.
 - summary of 2022 benefits.
 - 2022 benefits guide.
- The [Benefits Connection portal](https://kansashealthsystembenefits.com) (kansashealthsystembenefits.com) is your central resource for benefits information during enrollment and year-round. It will include:
 - Planning checklist (going live 9/13).
 - Interactive benefits guide (going live 9/27).
 - Virtual benefits expo (going live 10/11).
 - Videos.
 - Articles.
 - Help resources.
- Watch Take 10, 24/7 and the Daily Briefing emails for updates.

Immediate Pay Increases

Pay increases planned for fall of 2021 are being accelerated.

- Base pay increases are being awarded to all eligible employees immediately.
- Will be reflected in paychecks issued on October 1.
- Managers have information about how this affects each employee (including exclusions to eligibility such as APPs, PRNs, temporary employees and union employees).

Benefits

Beginning January 1, 2022, the health system will fully embrace Great Bend employees into its benefits package. There are several enhancements taking effect January 1, as well as other benefits being delivered in Great Bend to support employees.

More Paid Time Off

To support employees and provide more time to relax and rejuvenate, more paid time off is being provided.

- 92% of Great Bend employees (including all hourly staff) will accrue more PTO per pay period.
 - No one will earn less PTO.
- Holidays will be separate from the PTO bank
 - 2 holidays were added in 2021.
 - 8 days (64 hours) on top of PTO bank in 2022.
 - PTO accrual will appear lower on paychecks in 2022 (because holidays will no longer be included in PTO bank).
 - Holidays will run 11-11p.m. (vs. midnight-midnight).

Affordability for Medical Benefits

The health system is working to keep employees' share of costs for medical coverage affordable.

- The health system will double its contribution to the Health Savings Account – applies to employees who select the HSA Advantage Plan for medical coverage.
 - \$1,000 for families.
 - \$500 for individuals.
- Holding premiums to minimal increases.
 - Many Great Bend employees will see decreases.
 - Steps continue to align premiums with the Kansas City Division.

Changes to 2022 Benefits

To harmonize and streamline benefit offerings, these services will not be offered in 2022.

- Limited Purpose Flexible Spending Account.
 - Only 3 Great Bend employees participated.
 - The benefits team will work with each of them to transition to other options.
- Air ambulance services.
 - Just 13 Great Bend employees used these services.
 - LifeSave (formerly LifeTeam) is terminating its relationship with the health system.
 - Air Med is being eliminated as a benefit offering.
 - Transition plan underway to allow employees direct-bill from Air Med vs. payroll deductions.
- Extended Illness Leave (EIL) will expire December 31, 2021.

Retirement

Great Bend employees will join the health system's retirement plan on January 1, 2022. There are many advantages to this change and some disadvantages for some employees.

Plan overview:

- 401(a) plan replaces current 403(b) plan.
 - 401(a) is employer-sponsored with company contributions.
 - Employee contributions are pre-tax.
 - More investment options.
 - Higher contribution limits in combination with the 457(b) plan.
- 457(b) plan – a second plan available for additional investment by employees.
 - Voluntary participation.
 - Immediately available to new hires.
 - Contribution structure similar to current 403(b) plan:
 - Pre-tax dollars (save on income taxes now).
 - Contribute on a Roth basis (tax savings when withdraw money).
 - Or a combination of the two methods.

Advantages:

- Stronger program for recruiting new staff and supporting new employees.
 - 401(a) plan.
 - Employees immediately eligible to participate (6 months for current 403(b)).
 - Employees 100% vested in employer contributions after 3 years (6 years for current 403(b)).
- Fidelity offers excellent support for employees and convenient digital tools.
 - Two dedicated Fidelity reps available for consultation at Great Bend.

Disadvantages:

- 401(a) plan.
 - Employer contribution based on years of service (vs. flat 6%).
 - Employer contribution starts at 3% for employees with 0-14 years of service, impacting the majority of Great Bend employees.
 - At 15 years of service the employer contribution reaches 6%.
 - Employer contribution increases to 8.5% at 20 years of service
 - Advantage for long-term employees.
 - Employee contributions are required, but at a lower rate (Great Bend currently defaults to 6%).
 - 4% for 0-19 years of service.
 - 5.5% for 20+ years.
 - Less than 10% of employees opt out of current 6% default.
 - Employees may contribute more, in combination with the 457(b) plan, up to federal limits.

Learn more:

- Details will be sent to employee homes.
- Q&A sessions in September.
- Watch the Daily Briefing email for details about times and how to participate.

More support for career development

Employees will receive higher tuition reimbursement.

- Increases to \$3,750/year for full-time employees (up \$750).
 - In 2019, before benefits harmonization, Great Bend employees received only \$1,500. This is an increase of 2-1/2 times in just three years.
- Higher lifetime maximum for the tuition reimbursement benefit.
 - \$15,000 (up \$3,000).

Great Bend employees will receive financial support for certifications.

- \$500 for initial certifications.
- \$300 per year to maintain.
- Approved professional certifications that are not a job requirement.
- Employees at 0.50 FTE and above.

Perks and Discounts

To support employees financially with purchases on products and services they need and enjoy in every-day life, the health system is offering Perks For You.

- Free to all employees; **available now**.
- Discounts and cash back on household purchases, entertainment, travel and services.
- National brands and local businesses.
- Sign-up at kansashealthsystemperks.com

Mental and Emotional Health

The mental and emotional health of staff is vital to a healthy, thriving life. The pandemic has created unprecedented stress and anxiety, particularly in healthcare workers. We are strengthening our Employee Assistance Program to better support employees.

- New EAP provider, ComPsych, the largest provider of EAP programs in the world.
- Robust, accessible, convenient support.
- 24/7 immediate access to master's-level clinicians.
- More visits included for employees and dependents (8 visits, up from 6).
- Strong, timely support for critical incidents.

Future harmonization of Human Resources

Great Bend employees will be welcomed fully into all aspects of the health system's Human Resources programs over time. Upcoming initiatives are:

- Leave of Absence.
 - Easier process and more support for employees.
- Policy standardization.
- Compensation structure alignment.

**For more information about your benefits, visit
kansashealthsystembenefits.com.**