



Enhancements to Benefits and Compensation

Key Facts for Kansas City 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 enhancements to compensation and 2022 benefits for employees at Kansas City locations.

Resources for more information:

Benefits Connection portal: visit kansashealthsystembenefits.com. This is your central hub for benefits information during annual benefits 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.

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:
 - postcard with planning tips.
 - summary of 2022 benefits.
- 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

There are several enhancements to employee benefits taking effect January 1, 2022.

More Paid Time Off

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

- 75% of Kansas City employees will accrue more PTO per pay period and have an increase to the maximum for their PTO bank.
 - No one will earn less PTO.
- Holidays are separate from the PTO bank.

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.
 - Steps continue to align premiums with the Great Bend Division.

More support for career development

Employees will receive higher tuition reimbursement.

- Increases to \$3,750/year for full-time employees (up \$750).
- Higher lifetime maximum for the tuition reimbursement benefit.
 - \$15,000 (up \$3,000).

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 enhancements of Human Resources programs

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

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