



## Enhancements to Benefits and Compensation

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### Key Facts for Kansas City Employees

*UPDATED November 2021 with new PTO enhancements*

### 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](https://kansashealthsystembenefits.com). This is your central hub for benefits information during annual benefits enrollment and year-round. It will include:

- Interactive benefits guide
- Virtual benefits expo
- Videos
- Article
- Help resources

### Pay Increases

Pay increases planned for fall of 2021 were accelerated.

- Base pay increases awarded to all eligible employees.
- Reflected in paychecks issued on October 1.
- Managers shared how this affected each employee (including exclusions to eligibility such as APPs, PRNs, temporary employees and union employees)

## Benefits

### More Paid Time Off

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

- Most Kansas City employees will accrue more PTO per pay period beginning December 26, 2021
- Holidays (8) remain separate from the PTO bank

### Higher PTO Bank Maximum *(announced 11/1/21)*

In recognition of the difficulty for many staff taking PTO due to the pandemic and related factors, the PTO bank is being increased to 300 hours effective December 26, 2021.

### 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](https://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](https://kansashealthsystembenefits.com).**