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# BENEFITS SUMMARY

Johnson County Community College provides employees with a broad spectrum of benefits including but not limited to: Medical, Life, EAP, 403(b) & 457(b) retirement plans and Kansas Public Employee System (KPERs) membership.

# JCCC HEALTHCARE PLANS

## Faculty and Full-time Staff (hourly and salaried)

Faculty, full-time staff and qualified dependents are eligible for all JCCC healthcare offerings.

- Including 5 JCCC subsidized medical plans to choose from (2 with no premium), a subsidized dental plan, vision plan, and additional group term life insurance

The college also pays:

- An 8% contribution to a 403(b) retirement plan
- A \$50,000 basic group life insurance plan

JCCC HEALTHCARE PLANS			SEMI-MONTHLY PREMIUMS
<b>MEDICAL</b> Blue Cross Blue Shield of KC (BCBSKC)	Preferred-Care Blue <b>EPO</b>	Employee	\$81.66
		Employee +1	\$149.65
		Family	\$206.53
	Preferred-Care Blue <b>PPO</b>	Employee	\$68.81
		Employee +1	\$126.07
		Family	\$172.85
	Preferred-Care Blue— BlueSaver <b>HDHP</b>	Employee	\$0
		Employee +1	\$0
		Family	\$0
	BlueSelect Plus <b>PPO</b>	Employee	\$60.55
		Employee +1	\$110.95
		Family	\$152.13
	BlueSelect Plus— BlueSaver <b>HDHP</b> with Spira Care	Employee	\$0 + JCCC HSA \$52
		Employee +1	\$0 + JCCC HSA \$95
		Family	\$0 + JCCC HSA \$130
<b>DENTAL</b> Delta Dental		Employee	\$2.01
		Employee +1	\$3.94
		Family	\$7.02
<b>VISION</b> Surency		Employee	\$6.97
		Employee +1	\$13.44
		Family	\$18.74
<b>LIFE INSURANCE</b> The Standard		Basic Life and AD&D (\$50K)	\$0
		Optional Life and AD&D	\$0.26/\$1,000
		Dependent	\$3.41

## 2025 Medical Plan Overview

JCCC BCBSKC 1/1/2025–12/31/2025	PREFERRED-CARE BLUE (LARGER NETWORK)			BLUESELECT PLUS (SMALLER NETWORK)	
	EPO	PPO	BLUE SAVER HDHP	PPO	HDHP WITH SPIRA CARE CENTERS
HSA Eligible?	<b>NO</b>	<b>NO</b>	YES	<b>NO</b>	YES
Deductible (Individual / Family)	NA	\$500 / \$1,500	\$3,300 / \$6,600	\$500 / \$1,500	\$3,300 / \$6,600
Coinsurance (Your Share)	0%	20%	0%	20%	0%
Out-of-Pocket Max (Individual / Family)	\$6,350 / \$12,700	\$2,000 / \$4,000	\$3,300 / \$6,600	\$2,000 / \$4,000	\$3,300 / \$6,600
Preventive Care (In-Network)	No Cost	No Cost	No Cost	No Cost	No Cost
Office Visit	PCP: \$35 Copay Specialist: \$70 Copay	PCP: \$35 Copay Specialist: \$70 Copay	Deductible then No Charge	PCP: \$35 Copay Specialist: \$70 Copay	Spira Care Center: \$60 flat fee Other Offices: Deductible then No Charge
Urgent Care	\$70 Copay	\$70 Copay	Deductible then No Charge	\$70 Copay	Deductible then No Charge
Emergency Room	\$200 Copay	\$200 copay, then deductible then 20%	Deductible then No Charge	\$200 copay, then deductible then 20%	Deductible then No Charge
Inpatient or Outpatient Services	\$300 Copay per day limited to 5 Copays per member per year	Deductible then 20%	Deductible then No Charge	Deductible then 20%	Deductible then No Charge
MRI, MRA, CT and PET Scans, etc.	\$200	Deductible then 20%	Deductible then No Charge	Deductible then 20%	Deductible then No Charge
Prescription Drugs <i>Retail</i>	\$12 / \$50 / \$70	\$12 / \$50 / \$70	Deductible then No Charge	\$12 / \$50 / \$70	Deductible then No Charge
Prescription Drugs <i>Mail Order</i>	\$30 / \$125 / \$175	\$30 / \$125 / \$175	Deductible then No Charge	\$30 / \$125 / \$175	Deductible then No Charge

# IN ADDITION

## Faculty, full-time staff and part-time regular staff also receive:

- Kansas Public Employee Retirement System (KPERs)
  - All faculty, full-time staff and part-time regular staff are required to participate
  - When you are eligible for retirement, KPERs pays a lifetime monthly benefit
  - Basic life insurance equal to 150% of your annual salary
  - Long-term disability benefits based on 60% of your annual salary if you qualify
- Holiday, personal, and sick time off
- Vacation accruals
- Employee Assistance Program (EAP) with Deer Oaks
- Cariloop: Caregiver Support Program

## Paid Leave Accruals *(see insert for extended tables and details)*

JCCC FULL-TIME POSITION	SICK LEAVE (PER MONTH)	PERSONAL DAYS	FLOATING HOLIDAYS	FIXED HOLIDAYS	VACATION	ANNUAL VACATION CARRYOVER ALLOWED
9-Month Faculty	8 hours	16 hours	N/A	N/A	N/A	N/A
10-Month Faculty	8 hours	16 hours	N/A	N/A	5 days per year	N/A
12-Month Faculty (0-9 years)	8 hours	16 hours	8 hours	14 days	12 hours per month	288 hours
12-Month Exec./Prof. (0-9 years)	8 hours	16 hours	8 hours	14 days	12 hours per month	288 hours
12-Month Hourly (0-5 years)	8 hours	16 hours	8 hours	14 days	8 hours per month	288 hours
JCCC PART-TIME REGULAR POSITION	PERSONAL ANNUAL LEAVE (PAL)					ANNUAL VACATION CARRYOVER ALLOWED
PT-R 20 hours/week	0-5 year part-time employment 48 hours per year worked (4 hours/month)					108 hours
PT-R 25 hours/week	0-5 year part-time employment 60 hours per year worked (5 hours/month)					108 hours
PT-R 30 hours/week	0-5 year part-time employment 72 hours per year worked (6 hours/month)					108 hours
PT Exempt Salaried	144 hours through the first 9 years of employment (12 hours/month)					216 hours

## As part of the JCCC family, all staff and faculty are eligible for and receive access to the following extra benefits:

- Voluntary 403(b) & 457(b) defined contribution retirement plans
- JCCC tuition reduction for all employees and eligible dependents
- Staff & Organizational Development
- Hiersteiner Child Development Center
- Employee Assistance Plan (EAP)

This benefit package is presented as a matter of information. In the event of any inconsistency between a statement in this benefit package and the relevant plan document or plan summary, the plan document or plan summary will control over the statement in this benefit package.



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# PAID LEAVE ACCRUALS



JCCC FULL-TIME POSITION	SICK LEAVE (PER MONTH)	PERSONAL DAYS	FLOATING HOLIDAYS	FIXED HOLIDAYS	VACATION		ANNUAL VACATION CARRYOVER ALLOWED
9-Month Faculty	8 hours	16 hours	N/A	N/A	N/A		N/A
10-Month Faculty	8 hours	16 hours	N/A	N/A	5 days per year		N/A
12-Month Faculty	8 hours	16 hours	8 hours	14 days	12.0 hrs. (0-9 yrs.)	18 days	288 hours
					13.34 hrs. (10-14 yrs.)	20 days	304 hours
					14.67 hrs. (15-19 yrs.)	22 days	320 hours
					16.0 hrs. (20+ yrs.)	24 days	336 hours
12-Month Salary Exec./Prof.	8 hours	16 hours	8 hours	14 days	12.0 hrs. (0-9 yrs.)	18 days	288 hours
					13.34 hrs. (10-14 yrs.)	20 days	304 hours
					14.67 hrs. (15-19 yrs.)	22 days	320 hours
					16.0 hrs. (20+ yrs.)	24 days	336 hours
12-Month Hourly	8 hours	16 hours	8 hours	14 days	8.0 hrs. (0-5 yrs.)	12 days	288 hours
					10.0 hrs. (6-7 yrs.)	15 days	288 hours
					12.0 hrs. (8-9 yrs.)	18 days	288 hours
					13.34 hrs. (10-14 yrs.)	20 days	304 hours
					14.67 hrs. (15-19 yrs.)	22 days	320 hours
					16.0 hrs. (20+ yrs.)	24 days	336 hours

JCCC PART-TIME REGULAR POSITION	CONSECUTIVE YEARS WORKED	PERSONAL ANNUAL LEAVE (PAL) ACCRUAL PER MONTH/YEAR		PAL CARRYOVER ALLOWED
Part-Time Regular 20 Hours/Week	0-5	4.0 hrs./mo.	48 hrs./yr.	108 hours
	6-7	5.0 hrs./mo.	60 hrs./yr.	135 hours
	8-9	6.0 hrs./mo.	72 hrs./yr.	150 hours
	10-14	6.67 hrs./mo.	80 hrs./yr.	180 hours
	15-19	7.33 hrs./mo.	88 hrs./yr.	198 hours
	20+	8.0 hrs./mo.	96 hrs./yr.	216 hours
Part-Time Regular 25 Hours/Week	0-5	5.0 hrs./mo.	60 hrs./yr.	108 hours
	6-7	6.25 hrs./mo.	75 hrs./yr.	135 hours
	8-9	7.5 hrs./mo.	90 hrs./yr.	150 hours
	10-14	8.33 hrs./mo.	100 hrs./yr.	180 hours
	15-19	9.17 hrs./mo.	110 hrs./yr.	198 hours
	20+	10.0 hrs./mo.	120 hrs./yr.	216 hours
Part-Time Regular 30 Hours/Week	0-5	6.0 hrs./mo.	72 hrs./yr.	108 hours
	6-7	7.5 hrs./mo.	90 hrs./yr.	135 hours
	8-9	9.0 hrs./mo.	108 hrs./yr.	150 hours
	10-14	10.0 hrs./mo.	120 hrs./yr.	180 hours
	15-19	11.0 hrs./mo.	132 hrs./yr.	198 hours
	20+	12.0 hrs./mo.	144 hrs./yr.	216 hours
Part-Time Exempt Salaried *	0-9	12.0 hrs./mo.*	144 hrs./yr.	216 hours
	10-14	13.34 hrs./mo.*	160 hrs./yr.	240 hours
	15-19	14.67 hrs./mo.*	176 hrs./yr.	264 hours
	20+	16.0 hrs./mo.*	192 hrs./yr.	288 hours

\*A part-time exempt salaried employee will accrue PAL on a pro-rated basis in accordance with the "hours per week" associated with their position. PAL accrued will be determined by applying a percentage to the schedule, determined by dividing the "hours per week" an employee position is normally assigned to work by 40 hours.

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