



EMPLOYEE BENEFITS 2022

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



JOHNSON COUNTY COMMUNITY COLLEGE 2022 EMPLOYEE BENEFITS

→ 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
MEDICAL Blue Cross Blue Shield of KC (BCBSKC)	Preferred-Care Blue EPO	Employee	\$65.91
		Employee +1	\$120.83
		Family	\$166.79
	Preferred-Care Blue PPO	Employee	\$55.52
		Employee +1	\$101.77
		Family	\$139.58
	Preferred-Care Blue— BlueSaver HDHP	Employee	\$0
		Employee +1	\$0
		Family	\$0
	BlueSelect Plus PPO	Employee	\$48.85
		Employee +1	\$89.58
		Family	\$122.84
BlueSelect Plus— BlueSaver HDHP	Employee	\$0.00 + JCCC HSA \$	
	Employee +1	\$0.00 + JCCC HSA \$	
	Family	\$0.00 + JCCC HSA \$	
DENTAL Delta Dental	Employee	\$1.82	
	Employee +1	\$3.58	
	Family	\$6.37	
VISION Surrency	Employee	\$6.97	
	Employee +1	\$13.44	
	Family	\$18.74	
LIFE INSURANCE The Standard	Basic Life and AD&D (\$50K)	\$0	
	Optional Life and AD&D	\$0.26/\$1,000	
	Dependent	\$3.41	

JOHNSON COUNTY COMMUNITY COLLEGE 2022 EMPLOYEE BENEFITS

2022 Medical Plan Overview

JCCC BCBSKC 6/1/2022–12/31/2022	PREFERRED-CARE BLUE (LARGER NETWORK)			BLUESELECT PLUS (SMALLER NETWORK)	
	EPO	PPO	BLUE SAVER HDHP	PPO	HDHP WITH SPIRA CARE CENTERS
HSA Eligible?	NO	NO	YES	NO	YES
Deductible (Individual / Family)	NA	\$500 / \$1,500	\$2,800 / \$5,600	\$500 / \$1,500	\$2,800 / \$5,600
Coinsurance (Your Share)	NA	20%	0%	20%	0%
Out-of-Pocket Max (Individual / Family)	\$6,350 / \$12,700	\$2,000 / \$4,000	\$2,800 / \$5,600	\$2,000 / \$4,000	\$2,800 / \$5,600
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	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

*\$20 Mail Order Maintenance Incentive for EPO & PPO plans

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→ 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

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 hours per month	288 hours
12-Month Salaried	8 hours	16 hours	8 hours	14 days	12 hours per month	288 hours
12-Month Hourly	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)



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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.