



FORT HAYS STATE UNIVERSITY

Forward thinking. World ready.

Human Resource Office - 112 Sheridan Hall
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Health and Wellness Benefits

State Health Plans

Health benefits, including prescriptions, dental and vision, begin for employees effective on their first day of service. You have choices when it comes to your health care coverage. There are four health plan options. Each option is designed differently (for example, deductibles, coinsurances and copays).

<https://sehp.healthbenefitsprogram.ks.gov/state-employee>

Health Care Providers

There are two health care vendors

- Blue Cross and Blue Shield of Kansas
<https://healthbenefitsprogram.ks.gov/sehp/vendors/blue-cross-blue-shield-of-kansas>
- Aetna
<https://healthbenefitsprogram.ks.gov/sehp/vendors/aetna>

Health Savings Account/Health Reimbursement Account

A Health Savings Account (HSA) is available to all members enrolled in a Qualified High Deductible Health Plan (Plan C or Plan N). An HSA is a personal healthcare bank account that you can use to pay out of pocket medical expenses with pre-tax dollars. You own and administer your own HSA.

A Health Reimbursement Account (HRA) is a tax-advantaged savings account available to you if you enroll in Plans C, J, or N. The State contributes to the HRA on your behalf. You may use the money in your HRA to pay for eligible health expenses.

HealthQuest

Premium Discount

Employees enrolled in the medical portion of the Employee Health Plan have an opportunity to earn credits by participating in wellness activities offered through HealthQuest. Those who earn the required number of credits will earn an incentive discount on health plan premiums.

<https://healthbenefitsprogram.ks.gov/sehp/healthquest/home>

HealthQuest Wellness Programs

- 24/7 Nurse Line
- Health Coaching
- Weight Management Program
- Chronic Condition Management Programs
- Tobacco Cessation

Employee Assistance Program

EAP is a special service available to employees and their dependents at no charge. The EAP provides information, short-term counseling, advice, and referrals from licensed professionals who understand the typical stresses we all face day in and day out.

<https://healthbenefitsprogram.ks.gov/sehp/healthquest/employee-assistance-program>

Voluntary Insurance Benefits

The State of Kansas has contracted with MetLife to offer other insurance benefits, which include Accident, Hospital Indemnity, and Critical Illness. These are voluntary, employee-paid options.

<https://sehp.healthbenefitsprogram.ks.gov/voluntary-benefits-2024>

FHSU Tiger Fitness Center

The FHSU Tiger Fitness Center isn't just another campus gym; it's a place to get involved, meet people, and find out what's happening on campus. As a staff or a faculty member, you have access to state-of-the-art fitness facilities free of charge.

<https://www.fhsu.edu/hhp/tigerfitness/>

Disability & Life Insurance

Long-Term Disability

If you become disabled, you may qualify for a disability benefit based on 60% of your annual salary. The minimum monthly benefit is \$100, and the maximum is \$5,000.

Life Insurance

Eligible employees have basic group life insurance equal to 150 percent of their annual salary. FHSU pays for the cost of this benefit.

The State of Kansas also offers optional group life insurance. Optional life insurance coverage can be elected for the employee, their spouse, and their dependent children. Optional life insurance premiums are automatically processed through a payroll deduction.

<https://www.kpers.org/optionallife/>

Retirement

Mandatory Kansas Board of Regents Plan

Eligible faculty and unclassified professional staff participate after a one-year waiting period for those with no prior participation in a pension plan at an institution of higher education in the USA. The plan is a 403(b) defined contribution plan. The employee contributes 5.5% of salary in pre-tax funds and the University contributes 8.5% of employee's salary to the employee's selected provider: Voya or TIAA.

www.kansasregents.org/about/regents_retirement_plans/mandatory_retirement_plan

Voluntary Tax Shelter Accounts

Eligible faculty and staff can elect to participate in additional tax shelters through the basic retirement companies listed above.

www.kansasregents.org/about/regents_retirement_plans/voluntary_retirement_plan

Deferred Compensation Plan

The Kansas Public Employees Deferred Compensation Plan is a voluntary 457(b) savings plan. Eligible faculty and staff can participate immediately.

www.kpers.org/kpers457.html

Employee Resources

Tuition Assistance Program

Provides tuition assistance for employees, their spouses, and dependents of the employee based on Fort Hays State University eligibility criteria.

www.fhsu.edu/humanresourceoffice/Other-Benefits/#Tuition_Assistance

Free Campus Parking

Free parking for all university faculty and staff.

Tiger Tots Child Care

Even tiny tigers can take advantage of the education offered at FHSU. Activities like finger painting, stories, cooking and recess are all a part of the fun daily schedule. Quality daycare and preschool center on campus for kids 2 ½ to 5 years of age.

www.fhsu.edu/tigertots/

FHSU Faculty and Unclassified Staff Handbook

www.fhsu.edu/provost/handbook/

FHSU University Support Staff Handbook

www.fhsu.edu/humanresourceoffice/Employee-Handbooks/

State of Kansas Employee Services

www.kansas.gov/employee/