

# Employee Benefits SUMMARY

As of January 1, 2026

**Probation Period:** All county employees are subject to a 6-month probationary period beginning on the effective date of employment. There will be no time off granted with pay during this period. If an additional probationary period is necessary, the probationary period may be extended to an additional 6 months by the department head.

**Days of Pay:** All county employees will be paid every two weeks. Earnings are calculated from Monday morning 12:01 a.m. to Sunday night 12:00 p.m. two weeks later. Paychecks will be issued on the following Thursday. If Thursday is a Holiday, paychecks will be posted the previous day.

**Vacation Days:** 10 days first year, 15 days at 5 years, 20 days at 20 years. Employees must be employed 1 year prior to use. Vacation days must be taken by the end of the calendar year.

**Holiday Leave:** The county commissioners shall, by motion, at budget time each year, designate for the county employees which days shall be paid holidays for the next year.

**Sick Leave:** 12 days per year. Upon completion of six months of service 6 days will be credited to new employees and at 12 months the other 6 days will be credited. Employees can accumulate up to 90 days of sick leave.

**Personal Leave:** 2 days per year. Must be employed 1 year prior to use. Personal days must be taken by the end of the calendar year.

**Health Insurance:** BlueCross BlueShield of Kansas is available on the first day of the month following 30 days of employment.

Employee insurance premium is covered 100% by Grant County.

Blue Cross & Blue Shield Coverage costs for Grant County (Rate 1/1/26-12/31/26)  
Plus, MASA air and ground transport service for Grant County

Employee	\$ 837.30 + \$3.00	Total Premium	\$ 840.30
Employee/Child	\$ 1,695.01 + \$6.50	Total Premium	\$1,701.51
Employee/Spouse	\$ 1,798.38 + \$6.50	Total Premium	\$1,804.88
Family	\$ 2,656.08 + \$6.50	Total Premium	\$2,662.58

Plan is 50/50 up to \$750.00 (\$750.00 per calendar year) and \$1,500.00 maximum per family.

Prescription Card: (30-day supply) \$15.00 for generic drugs, \$30.00 for brand formulary drugs and \$45.00 brand non-formulary drugs.

Blue RX Mail Drugs: (90-day supply) \$37.50 for generic drugs, \$75.00 for brand formulary drugs and \$112.50 brand non-formulary drugs.

Grant County covers the first \$10.00 per month of the employee dental plan premium.

**Dental Plan:** Principal Voluntary Dental Plan Monthly Rates. (Rate 1/1/26-12/31/26)

Employee Only	\$ 40.12
Employee/Spouse	\$ 81.06
Employee/Children	\$ 93.28
Family	\$134.23

**Vision Plan:** Principal Voluntary Vision Plan.

Employee Only	\$ 9.50
Employee/Children	\$18.39
Employee/Spouse	\$19.59
Family	\$28.48

Employee Group Term Life Insurance: premium is covered 100% by Grant County.  
Principal Life Insurance - \$17,500 employee, \$10,000 spouse and \$5,000 each child – available following 6 months employment. (Some coverage may be adjusted due to the age of employee, spouse, or child.)

Retirement Plan: KPERS, all eligible county employees are required to participate in the retirement plan. Contributions are 6% of gross wages.

Retirement Plan: KP&F, LEC Officers, eligible county employees are required to participate in the retirement plan. Contributions are 7.15% of gross wages.

The following are authorized withholdings that can be withheld from an employee's pay:

- AFLAC - Cancer, Intensive Care, Accident, Short Term Disability
- EMPOWER – KPERS457, Deferred Compensation Plan
- Principal Life Insurance – Dental, Vision and Group Life and Voluntary Life
- KPERS Optional Life Insurance – for employee, spouse and/or children
- Security Benefit 457 Plan
- Washington Life – Life, Cancer, Accident, Heart

The following are mandatory deductions that are withheld from an employee's pay:

- Federal Withholding
- Retirement Contribution
- State Withholding
- Garnishments/Income Assignments (if applicable)
- Social Security

Wellness Program: Provided for full-time and part-time employees and their spouses.

- Membership to the Grant County Recreation Wellness Center, including Aerobics and Yoga classes. (Employees and/or their spouses who sign up for the Wellness Center and fail to attend at least 10 times per month will be charged the membership of \$30.00 per month which will be deducted from their paycheck.)
- Membership of Grant County Swimming Pool.
- Health Services (at Grant County Health Department) include Annual COVID, flu and pneumonia shots for all employees; and quarterly screening tests: CMP (Comprehensive Metabolic Panels) and Lipid Panels.

Seasonal Vaccinations: Provided for all county employees (Health Insurance will be billed when possible)

- COVID, Flu and Pneumonia vaccinations

2026 Holidays:

New Year's Day	January 1
Presidents' Day	February 16
Good Friday	April 3
Memorial Day	May 25
Independence Day	July 3
Labor Day	September 7
Veterans' Day	November 11
Thanksgiving	November 26, 27
Christmas	December 24, 25

