



STATE OF KANSAS

Office of the Attorney General

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CURT T. SCHNEIDER
Attorney General

September 17, 1975

ATTORNEY GENERAL OPINION NO. 75-365

Mr. Don Vsetecka
Finney County Attorney
Finney County Courthouse
Garden City, Kansas 67846

Re: Counties--Employees Insurance

Synopsis: Counties may provide different insurance coverage and different rates for employer contributions for different classes of county employees.

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Dear Mr. Vsetecka:

You inquire whether under K.S.A. 19-212d or any other applicable provision, there may be differences among the various county offices and departments regarding the group insurance coverage provided, and the extent of the employer's contribution thereto. That statute authorizes the board of county commissioners to provide insurance coverage for "its officials and employees or any class or classes thereof . . .".

You advise that in Finney County, the county pays the entire premium for family Blue Cross-Blue Shield plans for road department employees, but provides only single individual Blue Cross-Blue Shield memberships for other county employees.

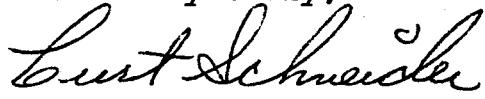
Employer contributions to the premiums on such policies are, of course, a fringe benefit, and are essentially a part of the total compensation package, as it were, paid to each employee. The extent of coverage purchased, or the extent of the premium borne by the employer, may vary as to classes of employees, just as compensation varies among classes of employees. In my judgment, nothing in K.S.A. 19-212d requires that employer contributions be equal for every class of employees, or that the extent of coverage and benefits

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provided be equal for every class of employees, so long, of course, as there is no discrimination on any legally impermissible basis, such as race, creed or other suspect classification.

Purely from the standpoint of management policy, it might be desirable that insurance coverage and employer contributions be equal for all employees. I cannot conclude, however, that such uniformity is statutorily required.

Yours very truly,



CURT T. SCHNEIDER
Attorney General

CTS:JRM:kj