

**LOMA LINDA UNIVERSITY HEALTH EDUCATION CONSORTIUM  
OUTLINE OF BENEFITS  
AS OF 01/01/2023**

Benefits are administered based on employment status and other variables and are subject to change with or without notice.

BENEFITS	DESCRIPTION	EFFECTIVE	PAID BY																																																					
<b>Adoption Benefits</b>	Reimbursement of 75% of administrative, legal, and medical expense incurred by a benefit eligible employee for the adoption of a child, up to a maximum of \$5,000 per adoption.	Immediately	LLUHEC																																																					
<b>Basic Life Insurance</b>	Coverage of \$300,000 provided by LLUHEC and offered through The Guardian Life Insurance Company of America. Contact GME office for more details.	Immediately	LLUHEC																																																					
<b>Bereavement Leave</b>	Eligible employees may receive bereavement leave pay for covered family members. Contact GME Office for more information.	Immediately	LLUHEC																																																					
<b>Blood Bank</b>	Free meal ticket with every donation. For questions, call Blood Club at ext. 47555.	Immediately	LLUHEC																																																					
<b>Cafeteria Discounts</b>	A discount is available for food purchased at any of the cafeterias. Enrollment in cafeteria payroll deduction program and employee badge required.	Immediately	LLUHEC																																																					
<b>CPR Training</b>	Basic and Advanced Cardiopulmonary Resuscitation (CPR) training available to all employees who require certification. For more information go to <a href="http://www.llu.edu/lifesupport-education/">http://www.llu.edu/lifesupport-education/</a> or contact the Loma Linda Simulation Center at 909-558-7208.	Immediately	LLUHEC																																																					
<b>Direct Deposit</b>	Direct deposit of paycheck available through Payroll.	Immediately	Employee																																																					
<b>Discount Tickets</b>	Discounted tickets are available for many Southern California attractions. For more information contact LLU Student Affairs at (909) 558-4510 or go to <a href="https://home.llu.edu/campus-and-spiritual-life/student-services/student-life/purchase-discount-tickets?source=www.llu.edu/students/student-affairs/">https://home.llu.edu/campus-and-spiritual-life/student-services/student-life/purchase-discount-tickets?source=www.llu.edu/students/student-affairs/</a>	Immediately	Employee																																																					
<b>Educational Financial Wellness (Tuition.io)</b>	Online educational financial wellness platform with tools, resources and coaching to support employees in their planning and management of current and/or future student loan debt. Platform includes premium support for Public Service Forgiveness (PSLF). <a href="https://lluh.tuition.io">https://lluh.tuition.io</a>	After 30 days	LLUHEC																																																					
<b>Employee Assistance Program (EAP)</b>	Confidential employee support and counseling service to assist with personal or work-related problems. For more information go to <a href="https://jobs.lluh.org/benefits/employee-student-assistance-program">https://jobs.lluh.org/benefits/employee-student-assistance-program</a>	Immediately	LLUHEC																																																					
<b>Fitness Center (Drayson Center)</b>	Full-time benefit eligible employees, their spouses and their dependent children (per Drayson Center policy) under the age of 18 may use the recreational facilities free of charge. <a href="https://drayson.llu.edu/">https://drayson.llu.edu/</a>	Tuesday after 1 <sup>st</sup> paycheck	LLUHEC																																																					
<b>Flexible Spending Account (FSA)</b>	Pre-tax savings for qualified medical or dependent expenses. Health care account and/or dependent care account.	Immediately	Employee																																																					
<b>Health Care Plan</b>	Provides a broad range of comprehensive medical, dental and vision benefits for employee, spouse, and eligible dependents. <table border="1" data-bbox="354 1176 1269 1459"> <thead> <tr> <th rowspan="3">Monthly Employee Plan Contribution</th> <th colspan="2">Medical, Vision &amp; Prescription Wholeness Plan w/Wellnes Discount</th> <th colspan="2">Medical, Vision &amp; Prescription Wholeness Plan</th> <th colspan="2">Medical, Vision &amp; Prescription Base Plan</th> <th colspan="2">Dental</th> </tr> <tr> <th>FTB</th> <th>PTB</th> <th>FTB</th> <th>PTB</th> <th>FTB</th> <th>PTB</th> <th>FTB</th> <th>PTB</th> </tr> </thead> <tbody> <tr> <td><b>Employee (EE)</b></td> <td>\$70</td> <td>\$385</td> <td>\$220</td> <td>\$535</td> <td>\$120</td> <td>\$435</td> <td>\$10</td> <td>\$41</td> </tr> <tr> <td><b>EE &amp; Children</b></td> <td>\$226</td> <td>\$761</td> <td>\$451</td> <td>\$986</td> <td>\$311</td> <td>\$846</td> <td>\$34</td> <td>\$86</td> </tr> <tr> <td><b>EE &amp; Spouse</b></td> <td>\$278</td> <td>\$938</td> <td>\$503</td> <td>\$1,163</td> <td>\$378</td> <td>\$1038</td> <td>\$50</td> <td>\$111</td> </tr> <tr> <td><b>Family</b></td> <td>\$390</td> <td>\$1,300</td> <td>\$690</td> <td>\$1,600</td> <td>\$535</td> <td>\$1,445</td> <td>\$76</td> <td>\$151</td> </tr> </tbody> </table>	Monthly Employee Plan Contribution	Medical, Vision & Prescription Wholeness Plan w/Wellnes Discount		Medical, Vision & Prescription Wholeness Plan		Medical, Vision & Prescription Base Plan		Dental		FTB	PTB	FTB	PTB	FTB	PTB	FTB	PTB	<b>Employee (EE)</b>	\$70	\$385	\$220	\$535	\$120	\$435	\$10	\$41	<b>EE &amp; Children</b>	\$226	\$761	\$451	\$986	\$311	\$846	\$34	\$86	<b>EE &amp; Spouse</b>	\$278	\$938	\$503	\$1,163	\$378	\$1038	\$50	\$111	<b>Family</b>	\$390	\$1,300	\$690	\$1,600	\$535	\$1,445	\$76	\$151	Immediately	LLUHEC & Employee
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<b>Holidays</b>	See House Staff Manual	Immediately	LLUHEC																																																					
<b>Jury Service</b>	Up to 15 days per calendar year.	Immediately	LLUHEC																																																					
<b>Liability/Malpractice Insurance</b>	Comprehensive professional liability coverage for all employees. Applies only when employees are acting within the authorized capacity and scope of assigned duties.	Immediately	LLUHEC																																																					
<b>Long-Term Disability Insurance (LTD)</b>	Provides income replacement in the case of disability. Contact GME office for more details regarding this benefit.	After 30 days	LLUHEC																																																					
<b>Personal Leave of Absence (LOA)</b>	May be granted up to three months with one extension up to, but not to exceed 3 additional months for study, personal matters, etc. Contact the GME Office for more details.	Immediately	Unpaid																																																					
<b>Retirement Plan (LLUHC-MERP Plan)</b>	MERP (Multiple Employer Retirement Plan)-Employer Contribution Eligibility – must be at least 20 years of age and work at least 1,000 hours during the calendar year in order for employer to contribute 5% annually of total gross income. All eligible employees are automatically enrolled in the Plan on the date of hire (or the date turned 20 years old). For more information contact ext. 15448	MERP – 1000 hours, graduated vesting schedule	LLUHEC																																																					

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<b>Retirement Plan (LLUHC-TSA Plan) Tax Sheltered Annuity</b>	TSA (Tax Sheltered Annuity)-Employee Contribution (403b) Employee may choose a percentage or dollar amount to be taken out of paycheck per pay period pre-tax, after-tax or both.	TSA - the first of the month following date of hire	Employee
<b>Rideshare Program</b>	Free gas vouchers, preferred parking and other incentives available to employees who vanpool, rideshare, bike, walk or take public transportation to work.	Immediately	LLUHEC
<b>Spiritual Care</b>	Activities and services to support the spiritual health of our employees and to assist in providing spiritual support to others.	Immediately	LLUHEC
<b>Service Recognition</b>	Annual employee service recognition for milestone years of service based on 1,000 hours or more per calendar year.	Based on annual years of service	LLUHEC
<b>Vacation</b>	6 weeks of Paid Time Off Contact the GME Office for more information.	Immediately	LLUHEC
<b>LEGISLATIVE BENEFITS</b>			
<ul style="list-style-type: none"> <li>• Bereavement Leave</li> <li>• California Family Rights Act (CFRA) &amp; Family Medical Leave Act (FMLA)</li> <li>• Military Leave – Covered under Veteran’s Re-Employment Rights Act</li> <li>• Pregnancy Disability Leave</li> <li>• Paid Family Leave: <a href="http://edd.ca.gov/">http://edd.ca.gov/</a></li> <li>• Voting Time: Up to 2 hours of paid time available to employees who cannot vote due to scheduling problems.</li> <li>• Workers’ Compensation: Medical benefits &amp; compensation provided during work-related illness or injury.</li> <li>• For more information go to <a href="https://one.lluh.org/vip/Departments/LLUSS-Departments/Human-Resource-Management/Employee-Relations-and-Leave-Administration">https://one.lluh.org/vip/Departments/LLUSS-Departments/Human-Resource-Management/Employee-Relations-and-Leave-Administration</a></li> </ul>			