

**Loma Linda University Health Education Consortium
Outline of Benefits
As of 07/01/2025**

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

BENEFITS	DESCRIPTION	EFFECTIVE	PAID BY						
Adoption Benefits	Reimbursement of 75% of administrative, legal, and medical expense incurred by a benefit eligible resident/fellow for the adoption of a child, up to a maximum of \$5,000 per adoption.	Immediately	LLUHEC						
Bereavement Leave Pay	Eligible residents/fellows may receive bereavement leave pay for covered family members. See Policy GMEC-21 for details or contact the GME office.	After 30 days	LLUHEC						
Cafeteria Discounts	A discount is available for food purchased at any of the cafeterias. Enrollment in cafeteria payroll deduction program and resident/fellow ID badge required. See the MedHub homepage under Resources/Documents or contact the GME office.	Immediately	LLUHEC						
Cell Phone Allowance	Full-time residents/fellows in good standing who utilize both ResQ Medical (an automated method of tracking work hours within a designated <i>WorkZone</i>) and ContactBridge/Everbridge (LLUH emergency alert system) applications on their personal cellphone will be eligible for monthly payments from LLUHEC in the amount of \$25/month (subject to regular taxes) added to their biweekly paycheck. Residents/Fellows must use the ResQ Medical app to automatically track work hours while validating and submitting 100% of their weekly work hours in MedHub. ResQ Medical must also be utilized to participate in internal moonlighting opportunities.	Immediately	LLUHEC						
Confidential Resident/Fellow Advisors	Residents/Fellows are always welcome to talk with the GME Office staff; however, Confidential Advisors are also available to listen to resident/fellow concerns or problems and to advise you in finding solutions. They are here to help and guide you. Your discussions with him/her are confidential. Contact information of Confidential Resident/Fellow Advisors are listed on the MedHub homepage under Resources/Documents.	Immediately	LLUHEC						
CPR Training	Basic and Advanced Cardiopulmonary Resuscitation (CPR) training available to all residents/fellows. Residents/Fellows are required to maintain valid (unexpired) AHA certification in Basic Life Support (BLS) or Advanced Cardiac Life Support (ACLS). All life support education must be approved by the American Heart Association and include a skills test to demonstrate competency to an in-person American Heart Association instructor. For more information, click here or contact the Loma Linda Simulation Center at 909-558-7208.	Immediately	LLUHEC						
Discount Tickets	Discounted tickets are available for many Southern California attractions. For more information, click here .	Immediately	Resident /Fellow						
Educational Debt Management (Tuition.io)	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 Loan Forgiveness (PSLF).	After 30 days	LLUHEC						
Educational Fund	See Policy GMEC-27 or contact the GME office.	Immediately	LLUHEC						
Employee & Student Counseling Services (ESCS)	Confidential support and counseling service to assist with personal or work-related problems. For more information, click here .	Immediately	LLUHEC						
Fitness Center (Drayson Center)	Full-time benefit eligible residents/fellows, their spouses, and their dependent children (per Drayson Center policy) under the age of 18 may use the recreational facilities free of charge. For more information, click here .	Tuesday after first paycheck	LLUHEC						
Flexible Spending Account (FSA)	Pre-tax savings for qualified medical or dependent expenses. Health care account and/or dependent care account.	Immediately	Resident /Fellow						
Health Care Plan	Provides a broad range of comprehensive medical, dental and vision benefits for residents/fellows, spouse, and eligible dependents. Our excellent comprehensive medical and dental plan includes prescriptions and is provided at minimal cost to you and your dependents. More information about your insurance coverage and preferred providers are available by visiting the Living Whole website.	Immediately	LLUHEC & Resident /Fellow						
	<i>Monthly Rates</i>								
				Plan	Health Plan Coverage	FT	PT	COBRA	Variance compared to Wholeness
	WHOLENESS <i>With Discount</i>			Employee (EE)		\$96.00	\$425.00		
				EE & Spouse		\$344.00	\$1,038.00		
				EE & Child(ren)		\$298.00	\$864.00		
				Family		\$480.00	\$1,440.00		
	WHOLENESS <i>Without Discount</i>			Employee (EE)		\$246.00	\$575.00	\$922.08	\$150.00
				EE & Spouse		\$569.00	\$1,263.00	\$1,996.14	\$225.00
				EE & Child(ren)		\$523.00	\$1,089.00	\$1,688.10	\$225.00
				Family		\$780.00	\$1,740.00	\$2,754.00	\$300.00
	BASE PLAN <i>No Wellness Activity or Discount</i>			Employee (EE)		\$146.00	\$475.00	\$820.08	\$50.00
				EE & Spouse		\$444.00	\$1,138.00	\$1,868.64	\$100.00
				EE & Child(ren)		\$383.00	\$949.00	\$1,545.30	\$85.00
				Family		\$625.00	\$1,585.00	\$2,595.90	\$145.00
DENTAL PLAN <i>Identical rates for both Wellness and Base Plans</i>	Employee (EE)		\$12.00	\$43.00	\$75.48				
	EE & Spouse		\$56.00	\$117.00	\$181.56				
	EE & Child(ren)		\$42.00	\$94.00	\$148.92				
	Family		\$78.00	\$153.00	\$232.56				

BENEFITS	DESCRIPTION	EFFECTIVE	PAID BY
Holidays	There are nine (9) paid holidays per year: New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day, Day After Thanksgiving, and Christmas Day.	Immediately	LLUHEC
Housing Allowance	An allowance equivalent to \$5,000 annually which is included in the annual stipend.	Immediately	LLUHEC
Initial DEA License Application Reimbursement	GME Office will reimburse the initial DEA license application fee if you apply and pay for it while in training at Loma Linda using a California medical license or Postgraduate Training License. Submit for reimbursement online on Concur after paying for the fee. <i>Note: We do not reimburse for DEA license applications using an out of state license.</i>	Immediately	LLUHEC
Jury Service	Up to 15 days per calendar year.	Immediately	LLUHEC
Lactation Pumping Rooms	Loma Linda University Health provides lactation rooms to support women balancing their return to work with their needs as mothers of young children. Each room offers a clean, secure, and user-friendly environment for women who need to pump during their work shift. A list of on-campus and affiliate lactation rooms are listed on the MedHub homepage under Resources/Documents.	Immediately	N/A
Liability/Malpractice Insurance	Comprehensive professional liability coverage for all residents/fellows. Applies only when residents/fellows are acting within the authorized capacity and scope of assigned duties.	Immediately	LLUHEC
Life Insurance Basic	Loma Linda University Health provides a \$300,000 group term life insurance policy. Click here for more details.	Immediately	LLUHEC
Long-Term Disability Insurance (LTD)	Provides income replacement in the case of disability. Contact GME office for more details regarding this benefit. Click here for more details.	After 30 days	LLUHEC
Loma Linda Employee Access Destination (LLEAD)	Available through the Loma Linda Employee Access Destination (LLEAD) system, which can be accessed from the One Portal intranet (see Explore Applications located on the top right). LLEAD allows you to modify W-4 exemptions, view paychecks, or view W-2, etc.	Immediately	N/A
Malpractice Coverage	Medical malpractice insurance is provided for you by LLUH through a self-insured program. This program covers house staff while acting within the course and scope of their employment relationship. All coverage is provided on an occurrence basis. No separate "tail coverage" is required. For more information, click here .	Immediately	LLUHEC
Meals, On Call	You will be issued \$18 in meal tickets by your program coordinator for each scheduled 24-hour in-house on-call period. In addition, residents receive a 20% discount on food purchased at Loma Linda University Health cafeterias.	Immediately	LLUHEC
Meal Allowance	An annual allowance equivalent to \$1,500 annually which is included in the annual stipend.	Immediately	LLUHEC
Medical Spanish Course	Canopy Learn , the Canopy Medical Spanish Training course teaches English-speaking providers the skills needed to communicate effectively with Spanish-speaking patients. Sign up using your LLUH discount for residents! CanopyCredential is a standardized assessment to measure medical language proficiency in English and Spanish and certify bilingual healthcare providers. It is specifically designed to assist healthcare systems in qualifying bilingual medical staff to be compliant with Section 1557 of the Affordable Care Act. Reimbursement of \$395 is offered by the GME Office by providing successful completion of all three levels. Reimbursement of \$200 is offered by the GME Office by providing successful completion of the credential assessment. You must purchase the subscription and submit reimbursement on Concur during the academic year you sign up to qualify.	Immediately	LLUHEC
Mileage Reimbursement for Business Travel	Residents/Fellows may be reimbursed for the use of their personal vehicles for business purposes. Business-related travel reimbursement including mileage to/from another location during the workday is permitted. <i>Note: The normal commute from home to and from an employee's main work location cannot be reimbursed.</i> You must submit your mileage reimbursement on a Concur expense report in the academic year it occurred to get reimbursed. A <i>mileage reimbursement log template</i> can be found on the MedHub homepage under Resources/Documents.	Immediately	LLUHEC
Moonlighting	Eligible Residents/Fellows who hold a full unrestricted CA Medical License can earn additional income with moonlighting opportunities available within our medical center with approval by the Program Director and GME Office. Submit a Moonlighting Request Form on MedHub .	Immediately	N/A
Paid Time Off (PTO)	Residents/Fellows are provided 30 days of PTO for each program year. Residents/Fellows accrue the 30 days over the course of the program year but are permitted to use the hours at any point during the year (subject to any applicable scheduling requirements), even if PTO hours are used in advance of being accrued. PTO is available for any reason, including but not limited to vacation, personal, illness, caring for a family member, etc.	Immediately	LLUHEC
Parking	Parking is provided for designated parking lots on campus. The Department of Parking has established an online service for the application of parking permits, updating accounts, permit renewal, appealing violations and violation payments. Visit parking regulations for more information.	Immediately	N/A
Personal Leave of Absence (LOA)	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
Public Transportation Reimbursement	Residents/Fellows who feel it unwise or unsafe to drive themselves home following duty should take public transportation home. The Graduate Medical Education Office will reimburse the resident/fellow for a round-trip fare to their home addresses (within 30 miles of Loma Linda University Health) if receipt and statement is submitted via Concur within one week of occurrence.	Immediately	LLUHEC

BENEFITS	DESCRIPTION	EFFECTIVE	PAID BY
Rental Vehicle Discount	Discounts for rental vehicles through Enterprise Rent-A-Car for local rentals, airport rentals, out of state rentals, international rentals, and one-way rentals. Contact Transportation and Fleet Services for more information at 909-651-3020.	Immediately	Resident /Fellow
Retirement Plan (LLUHC-MERP Plan)	MERP (Multiple Employer Retirement Plan)-Employer Contribution Employees may choose a percentage or dollar amount to be taken off their paycheck per pay period pre-tax, after-tax or both. Employer contributions of 5% of total gross compensation up to \$285,000 will be credited to participant's accounts annually, no later than September of the following year. Current residents can access available forms for the retirement plan on the One Portal . For assistance, contact a T.Rowe Price Representative at 800-922-9945.	MERP – 1000 hours, graded vesting schedule	LLUHEC
Retirement Plan (LLUHC-TSA Plan)	TSA (Tax Sheltered Annuity)-Employee Contribution (403b). Resident/Fellow may choose a percentage or dollar amount to be taken out of paycheck per pay period pre-tax, after-tax or both.	The first of the month following service start date	Resident /Fellow
Rideshare Program	Free gas vouchers, preferred parking, and other incentives available to residents/fellows who vanpool, rideshare, bike, walk or take public transportation to work.	Immediately	LLUHEC
Service Recognition	Annual service recognition for every fifth milestone year of service based on 1,000 hours or more per calendar year.	Based on annual years of service	LLUHEC
Sleeping Rooms	Call rooms are available for residents and fellows who are required to stay in the hospital overnight. Contact your program coordinator for call room access.	Immediately	N/A
Spiritual Care	Activities and services to support the spiritual health of our residents/fellows and to assist in providing spiritual support to others.	Immediately	LLUHEC
Transition from PTL to Full License Application Reimbursement	The GME Office will reimburse the transition from Postgraduate Training License (PTL) to full Physicians and Surgeons license application fee if you apply and pay for it while in training at Loma Linda. Submit for reimbursement online on Concur after paying for the fee.	Immediately	LLUHEC
UpToDate Reimbursement	Residents/Fellows participating in one of our ACGME programs qualify for reimbursement for the <i>base subscription at the trainee price</i> . The subscription period must be while you are an active resident or fellow in the program. Obtain subscription here .	Immediately	LLUHEC
LEGISLATIVE BENEFITS			
<ul style="list-style-type: none"> • Bereavement Leave • California Family Rights Act (CFRA) & Family Medical Leave Act (FMLA) • Military Leave – Covered under Veteran’s Re-Employment Rights Act • Pregnancy Disability Leave • Paid Family Leave: http://edd.ca.gov/ • Voting Time: Up to 2 hours of paid time available to employees who cannot vote due to scheduling problems. • Workers’ Compensation: Medical benefits & compensation provided during work-related illness or injury. • For more information go to https://one.lluh.org/vip/Departments/LLUSS-Departments/Human-Resource-Management/Employee-Relations-and-Leave-Administration 			