



LOMA LINDA UNIVERSITY HEALTH EDUCATION CONSORTIUM
SUMMARY OF EMPLOYEE BENEFITS
 AS OF 01/01/2020

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

| BENEFITS | DESCRIPTION | EFFECTIVE | PAID BY | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|--|---------------|------------|-----------|----------|--|-----------|-----------|-----------|-----------|------------------------------|---------------|---------|----------|----------|----------|-------------|----------|----------|------------|----------|-----------------|----------|----------|----------|----------|--------|----------|------------|------------|----------|-------------|---------------|---------|----------|----------|----------|-------------|----------|----------|------------|----------|-----------------|----------|----------|----------|----------|--------|----------|------------|------------|----------|------------------|---------------|----------|----------|----------|----------|-------------|----------|----------|------------|----------|-----------------|----------|----------|----------|----------|--------|----------|------------|------------|----------|---------------|---------------|--------|---------|---------|---------|-------------|---------|---------|----------|---------|-----------------|---------|---------|---------|---------|--------|---------|----------|----------|---------|-------------|-------------------|
| Adoption Benefits | Reimbursement of seventy-five (75) percent 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 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Basic Life Insurance | 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 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Bereavement Leave (Funeral Leave) | Time off with pay in the event of the death of a spouse, children, stepchildren, parents, stepparents, siblings, grandparents, grandchildren, mother-in-law, father-in-law. Contact GME Office for more information. | Immediately | LLUHEC | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Blood Bank | Free meal ticket with every donation. For questions, call Blood Club at ext. 47555. | Immediately | LLUHEC | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cafeteria Discounts | A discount is available for food purchased at any of the cafeterias. Enrollment in cafeteria payroll deduction program and employee badge required. | Immediately | LLUHEC | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CPR Training | Basic and Advanced Cardio Pulmonary Resuscitation (CPR) training available to all employees who require certification. For more information go to http://www.llu.edu/lifesupport-education/ or contact the Loma Linda Simulation Center at 909-558-7208. | Immediately | LLUHEC | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Direct Deposit | Direct deposit of paycheck available through Payroll. | Immediately | Employee | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Discount Tickets | Discounted tickets are available for many Southern California attractions. For more information contact LLU Student Affairs at (909) 558-4510 or go to https://home.llu.edu/campus-and-spiritual-life/student-services/student-life/purchase-discount-tickets?resource=www.llu.edu/students/student-affairs/ . | Immediately | Employee | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Employee Assistance Program (EAP) | Confidential employee support and counseling service to assist with personal or work-related problems. For more information go to https://jobs.lluh.org/benefits/employee-student-assistance-program | Immediately | LLUHEC | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Fitness Center (Drayson Center) | 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. https://drayson.llu.edu/ | Tuesday after 1 st paycheck | LLUHEC | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Flexible Spending Account (FSA) | Pre-tax savings for qualified medical or dependent expenses. Health care account and/or dependent care account. | Immediately | Employee | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Health Care Plan | <p>It provides a broad range of comprehensive medical, dental and vision benefits for employee, spouse, and eligible dependents.</p> <table border="1"> <thead> <tr> <th rowspan="2">Plan</th> <th rowspan="2">Coverage Tier</th> <th colspan="2">Employee</th> <th colspan="2">Employer</th> </tr> <tr> <th>Full-time</th> <th>Part-time</th> <th>Full-time</th> <th>Part-time</th> </tr> </thead> <tbody> <tr> <td rowspan="4">Wholeness W/ Discount</td> <td>Employee (EE)</td> <td>\$45.00</td> <td>\$323.00</td> <td>\$556.00</td> <td>\$278.00</td> </tr> <tr> <td>EE + Spouse</td> <td>\$180.00</td> <td>\$752.00</td> <td>\$1,144.00</td> <td>\$572.00</td> </tr> <tr> <td>EE + Child(ren)</td> <td>\$155.00</td> <td>\$623.00</td> <td>\$936.00</td> <td>\$468.00</td> </tr> <tr> <td>Family</td> <td>\$290.00</td> <td>\$1,090.00</td> <td>\$1,600.00</td> <td>\$800.00</td> </tr> <tr> <td rowspan="4">Base</td> <td>Employee (EE)</td> <td>\$95.00</td> <td>\$373.00</td> <td>\$556.00</td> <td>\$278.00</td> </tr> <tr> <td>EE + Spouse</td> <td>\$280.00</td> <td>\$852.00</td> <td>\$1,144.00</td> <td>\$572.00</td> </tr> <tr> <td>EE + Child(ren)</td> <td>\$240.00</td> <td>\$708.00</td> <td>\$963.00</td> <td>\$468.00</td> </tr> <tr> <td>Family</td> <td>\$435.00</td> <td>\$1,235.00</td> <td>\$1,600.00</td> <td>\$800.00</td> </tr> <tr> <td rowspan="4">Wholeness</td> <td>Employee (EE)</td> <td>\$195.00</td> <td>\$473.00</td> <td>\$556.00</td> <td>\$278.00</td> </tr> <tr> <td>EE + Spouse</td> <td>\$405.00</td> <td>\$977.00</td> <td>\$1,144.00</td> <td>\$572.00</td> </tr> <tr> <td>EE + Child(ren)</td> <td>\$380.00</td> <td>\$848.00</td> <td>\$936.00</td> <td>\$468.00</td> </tr> <tr> <td>Family</td> <td>\$590.00</td> <td>\$1,390.00</td> <td>\$1,600.00</td> <td>\$800.00</td> </tr> <tr> <td rowspan="4">Dental</td> <td>Employee (EE)</td> <td>\$5.00</td> <td>\$33.00</td> <td>\$56.00</td> <td>\$28.00</td> </tr> <tr> <td>EE + Spouse</td> <td>\$30.00</td> <td>\$82.00</td> <td>\$104.00</td> <td>\$52.00</td> </tr> <tr> <td>EE + Child(ren)</td> <td>\$20.00</td> <td>\$65.00</td> <td>\$90.00</td> <td>\$45.00</td> </tr> <tr> <td>Family</td> <td>\$55.00</td> <td>\$122.00</td> <td>\$134.00</td> <td>\$67.00</td> </tr> </tbody> </table> <p align="right">Rates Effective 01/01/2020</p> | Plan | Coverage Tier | Employee | | Employer | | Full-time | Part-time | Full-time | Part-time | Wholeness W/ Discount | Employee (EE) | \$45.00 | \$323.00 | \$556.00 | \$278.00 | EE + Spouse | \$180.00 | \$752.00 | \$1,144.00 | \$572.00 | EE + Child(ren) | \$155.00 | \$623.00 | \$936.00 | \$468.00 | Family | \$290.00 | \$1,090.00 | \$1,600.00 | \$800.00 | Base | Employee (EE) | \$95.00 | \$373.00 | \$556.00 | \$278.00 | EE + Spouse | \$280.00 | \$852.00 | \$1,144.00 | \$572.00 | EE + Child(ren) | \$240.00 | \$708.00 | \$963.00 | \$468.00 | Family | \$435.00 | \$1,235.00 | \$1,600.00 | \$800.00 | Wholeness | Employee (EE) | \$195.00 | \$473.00 | \$556.00 | \$278.00 | EE + Spouse | \$405.00 | \$977.00 | \$1,144.00 | \$572.00 | EE + Child(ren) | \$380.00 | \$848.00 | \$936.00 | \$468.00 | Family | \$590.00 | \$1,390.00 | \$1,600.00 | \$800.00 | Dental | Employee (EE) | \$5.00 | \$33.00 | \$56.00 | \$28.00 | EE + Spouse | \$30.00 | \$82.00 | \$104.00 | \$52.00 | EE + Child(ren) | \$20.00 | \$65.00 | \$90.00 | \$45.00 | Family | \$55.00 | \$122.00 | \$134.00 | \$67.00 | Immediately | LLUHEC & Employee |
| Plan | Coverage Tier | | | Employee | | Employer | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | | Full-time | Part-time | Full-time | Part-time | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Wholeness W/ Discount | Employee (EE) | \$45.00 | \$323.00 | \$556.00 | \$278.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | EE + Spouse | \$180.00 | \$752.00 | \$1,144.00 | \$572.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | EE + Child(ren) | \$155.00 | \$623.00 | \$936.00 | \$468.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Family | \$290.00 | \$1,090.00 | \$1,600.00 | \$800.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Base | Employee (EE) | \$95.00 | \$373.00 | \$556.00 | \$278.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | EE + Spouse | \$280.00 | \$852.00 | \$1,144.00 | \$572.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | EE + Child(ren) | \$240.00 | \$708.00 | \$963.00 | \$468.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Family | \$435.00 | \$1,235.00 | \$1,600.00 | \$800.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Wholeness | Employee (EE) | \$195.00 | \$473.00 | \$556.00 | \$278.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | EE + Spouse | \$405.00 | \$977.00 | \$1,144.00 | \$572.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | EE + Child(ren) | \$380.00 | \$848.00 | \$936.00 | \$468.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Family | \$590.00 | \$1,390.00 | \$1,600.00 | \$800.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Dental | Employee (EE) | \$5.00 | \$33.00 | \$56.00 | \$28.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | EE + Spouse | \$30.00 | \$82.00 | \$104.00 | \$52.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | EE + Child(ren) | \$20.00 | \$65.00 | \$90.00 | \$45.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | Family | \$55.00 | \$122.00 | \$134.00 | \$67.00 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Holidays | See House Staff Manual | Immediately | LLUHEC | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Identity Theft Protection | Identity theft monitoring, protection and restoration. Enrollment also provides credit monitoring services. | Immediately | Employee | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Jury Duty | Up to 15 days per calendar year. | Immediately | LLUHEC | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Liability/Malpractice Insurance | Comprehensive professional liability coverage for all employees. Applies only when employees are acting within the authorized capacity and scope of assigned duties. | Immediately | LLUHEC | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Long-Term Disability Insurance (LTD) | Provides income replacement in the case of disability. Contact GME office for more details regarding this benefit. | After 30 days | LLUHEC | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 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 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| BENEFITS | DESCRIPTION | EFFECTIVE | PAID BY |
|---|--|--|-------------------|
| Retirement Plan (LLUHC-MERP Plan) | 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 & Employee |
| Retirement Plan (LLUHC-TSA Plan) Tax Sheltered Annuity | 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 MERP – 1000 hours, graduated vesting schedule | LLUHEC & Employee |
| Ride-Share Program | Free gas vouchers, preferred parking and other incentives available to employees who vanpool, rideshare, bike, walk or take public transportation to work. | Immediately | LLUHEC |
| Spiritual Care | Activities and services to support the spiritual health of our employees and to assist in providing spiritual support to others. | Immediately | LLUHEC |
| Vacation | 3 weeks: 1 st year resident. 4 weeks: 2 nd – 8 th year resident. Contact the GME Office for more information. | Immediately | LLUHEC |
| LEGISLATIVE BENEFITS | | | |
| | <ul style="list-style-type: none"> California Family Rights Act (CFRA) Family Medical Leave Act (FMLA) | 12 mths of service & a minimum of 1250 hrs. worked | Unpaid Unpaid |
| | <ul style="list-style-type: none"> Military Leave – Covered under Veteran’s Re-Employment Rights Act Pregnancy Disability Leave (PDL) Paid Family Leave: http://edd.ca.gov/ Social Security: http://ssa.gov/ State Disability (SDI): http://edd.ca.gov/ Unemployment Insurance: http://edd.ca.gov/ Voting Time: Up to 2 hours of paid time available to employees who cannot vote due to scheduling problems. [Contact GME Office for more details] Workers’ Compensation: Medical benefits & compensation provided during work-related illness or injury. [Contact Risk Management for more details] | Immediately | Unpaid |
| | | Immediately | Unpaid |
| | | Immediately | Employee |
| | | Immediately | Both |
| | | Immediately | Employee |
| | | Immediately | LLUHEC |
| | | Immediately | LLUHEC |
| | | Immediately | LLUHEC |
| | | Immediately | LLUHEC |