

SUMMARY OF BASIC BENEFITS

At UNLV Medicine; we want to be considered a great place to work by our employees. That's why we offer a comprehensive benefits program as part of our competitive **Total Compensation** package.

MEDICAL COVERAGE	Employees can choose from two different medical plans: HMO – Using the Health Plan of Nevada network. This has a \$1,000/\$2,000 Individual/family deductible PPO – Using the Sierra Health and Life network. This has a \$1,500/\$3,000 Individual/family deductible (this plan also allows for Out of Network coverage).
DENTAL	Dental coverage through United Healthcare includes preventive, basic, major services. You have the option to use in-network or out-of-network providers, but you'll pay lower out-of-pocket costs when you use in-network providers. We also offer a Dental Benefit Rollover – This benefit is FREE to employees.
VISION	Vision coverage through United Healthcare provides benefits for eye exams, lenses, frames, and contact lenses. You have the option to use in-network or out-of-network providers, but you'll pay lower out-of-pocket costs when you use in-network providers.
FLEXIBLE SPENDING ACCOUNTS	Flexible Spending Account – Employees can contribute up to \$2,650 each year on a before-tax basis to help pay for eligible medical, dental and vision expenses. Dependent Care Reimbursement Account – Helps pay for child or elder care. Employees can contribute up to \$5,000 each year on a before-tax basis if unmarried or married and filing a joint tax return (\$2,500 if married and filing separate tax returns).
EMPLOYEE ASSISTANCE PROGRAM (EAP)	Company-paid. Administered by Mutual of Omaha, this is a confidential, 24/7 counseling and referral service offering employees and their dependents assistance with personal, family and legal matters, as well as other issues or problems.
BASIC LIFE INSURANCE & BASIC ACCIDENTAL DEATH & DISMEMBERMENT	Company-paid – UNLV Medicine provides Basic Life and Accidental Death and Dismemberment (AD&D) coverage through Mutual of Omaha for all full-time employees in the amount of 1.5x annual pay (maximum is \$150,000). UNLV Medicine pays the full cost of this benefit.
SHORT TERM DISABILITY	100% Employee paid. Benefit has a 7 consecutive day elimination period. Maximum benefit amount is up to \$1500 per week – Maximum duration is 25 weeks.
LONG- TERM DISABILITY	UNLV Medicine pays 100% of this cost. Benefit has a 180 consecutive day elimination period. Maximum benefit is 60% of pre disability monthly income, - Maximum duration is through Normal Retirement Age
VOLUNTARY BENEFITS	Employees have the option to purchase these additional voluntary benefits: <ul style="list-style-type: none"> ● Accidental ● Critical Illness ● Hospital Indemnity ● Voluntary Life Insurance (Employee, Spouse and Children) Free Benefits to employees <ul style="list-style-type: none"> ● Real Appeal (must be enrolled in medical coverage) ● Ticketsatwork ● Rally Health (must be enrolled in Medical coverage) ● Employee Discounts – LifeMart (ADP)
RETIREMENT	401(k) Plan – Full-time employees who are 21 years of age or older are eligible to participate in the 401k program. UNLV Medicine will contribute an amount equal to 3% of employees salary. * Eligibility for retirement benefits begins with the first pay period after three months of service.
VACATION & HOLIDAY	First year hourly employees will accrue 20 PTO days, First year exempt employees will accrue 22 days PTO 9 paid, company selected holidays each year.