INSURANCES

DRI offers its eligible employees to participate in either the State of Nevada Self-Funded Consumer Driven High Deductible PPO Plan or two HMO Plans. Coverage is effective on the first day of the month that coincides with or immediately follows the date of employment. Employees who would like to provide health, vision and dental coverage for their uncovered spouse (includes same-sex marriage), domestic partner and/or dependents, may pay the additional premium through our payroll deduction plan. The cost of dependent coverage will vary; depending on which health insurance plan is selected and which family member(s) the employee chooses to cover.

The Group Insurance Plan includes the following:

- **Health Care.** Employees may select the State’s Self-Funded Consumer Drive High Deductible Plan or an HMO plan.
- **Dental Care**
- **Vision Care**
- **$25,000 life insurance policy** (employee only)

LEAVE BENEFITS

- **Annual Leave.** Faculty earn annual leave at the rate of two days per month. Part-time faculty earn leave pro-rated to the percentage of their employment contract. All faculty may carry over a maximum of 48 days from one fiscal year to the next.

- **Sick Leave.** Faculty earn sick leave at the rate of two days per month. Part-time faculty earn sick leave pro-rated to the percentage of their employment contract. Sick leave can be used for personal illness, family illness, or for bereavement leave.

FACULTY RETIREMENT PLAN

Unless new faculty are currently or were previously members of the Nevada Public Employees’ Retirement System (PERS), they will participate in the Retirement Plan Alternatives (RPA) Program. This is a defined contribution retirement plan mandated by the federal government for Nevada public employees because, as an employer, the State does not participate in the Social Security program. If you have previously participated in the Social Security program, you may be affected by the Windfall Elimination Provision 2010. Information is available on the following website:  [http://ssa.gov/pubs/10045.html](http://ssa.gov/pubs/10045.html)

The DRI is part of the Nevada System of Higher Education (NSHE) and is a public employer. Therefore, both the employer’s and employee’s contributions to the employee’s RPA are 14.50% of his/her gross salary. Both contributions are automatically placed in an IRS 414H account which combines the former IRS-mandatory 403 (b) account (employee contribution) and the IRS mandatory 401-A account (employer contribution). This recent change enables the employee to place more tax-sheltered dollars in a voluntary retirement plan (see page 2).

The faculty member determines how s/he wants the total amount of both the employee’s and the employer’s contributions distributed to the mandatory RPA after selecting one or several investment tier options. The RPA will consist of a four-tiered investment line-up focused on a set of funds with a broad range of investment choices. This tiered line-up will also include a fourth tier which will be a self-directed Mutual Fund Brokerage Account. TIAA is the sole administrative service (record keeper) provider who will host the investment line-up and provide ways to manage your contributions.
SUPPLEMENTAL RETIREMENT PLANS

Tax Sheltered Annuity (403 (b))
A contribution to a TSA is available as a way to supplement your retirement savings. Contributions are deducted from your salary automatically; thus, your current taxable income is lowered by the amount of your deferral. The 403 (b) plan contribution limit was raised and you may be able to shelter up to $18,000 per year as well as an additional $6,000 if over age 50.

Roth 403 (b)
Roth 403 (b) option to further enhance our supplemental retirement program. Roth 403 (b) contribution and withdrawals are taxed differently than the pre-tax contributions currently available. Much like the Roth IRA, Roth 403 (b) plan contributions are made on an after-tax basis, and allow for tax-free growth and tax-free withdrawals if the distributions are made after the age of 59 ½ and the account has been open for five years. Contribution limits are $18,000 per calendar year with a $6,000 additional contribution for 50 years and older.

Deferred Compensation 457 Plan
The 457 plan contribution limit was raised and you may be able to defer up to $18,000 in a 457 plan as well as an additional $6,000 if over age 50. Please contact the Human Resources office at DRI to provide enrollment packets from the following NSHE approved vendors: VOYA.

PAYROLL DEDUCTION PROGRAMS

- FLEX SPENDING ACCOUNT: A PRE-TAX REIMBURSEMENT PLAN. DRI offers employees the opportunity to take advantage of Section 125 of the IRS Code, a plan that enables employees to estimate the annual cost of the following non-reimbursable expenses and have them deducted from their gross pay before taxes: physician, hospital and medication co-pays, dependent care and day care expenses. Section 125 may also be used to pay supplemental insurance premiums with pre-tax dollars.

- HEALTH SAVINGS ACCOUNT (HSA): Participants may use a HSA to pay certain qualifying health care expenses directly. To qualify for the HSA you must be enrolled in the CD PPO HDHP. The employee may contribute pre-tax dollars to the account. The account may earn interest and investment options may be available once the account balance reaches a certain limit. Unused dollars in the account carry over from year to year. The accounts are portable; should the employee leave employment or change to a non-qualifying health plan in future years, the HSA remains with the individual.

- HEALTH REIMBURSEMENT ARRANGEMENT: The PPO-Health Reimbursement Arrangement (HRA) is an employer-owned account that PEBP will establish on behalf of eligible participants (for Pre-Medicare Retirees, Certain Active Employees). No employee contributions can be made to the account. If the PPO-HRA terminates employment, declines coverage or passes away, the remaining balances are returned to PEBP.

- TAX-SHELTERED ANNUITIES OR DEFERRED COMPENSATION PLANS. For employees who want to use automatic payroll deductions to tax defer additional savings/investments (up to their maximum exclusionary allowance) they may do so through the same investment/financial firms approved by NSHE for the mandated retirement plan.

- DIRECT DEPOSIT FOR EMPLOYEE REIMBURSEMENTS. This benefit will allow reimbursement of employee travel claims and other employee reimbursement claims electronically transferred to a personal financial institution account. Contact Financial Services for direct deposit form and additional information.
ADDITIONAL BENEFITS

- 11 Paid Holidays.

- **Grant-In-Aid Program.** Within certain guidelines, faculty members, their spouses (includes same-sex marriage), domestic partner and eligible dependent children may have a portion of tuition waived when taking state sponsored courses at any of the NSHE (Nevada System of Higher Education) campuses.

- **Worker's Compensation.** All employees are covered through the worker's compensation agency selected by the State of Nevada.

- **Direct Deposit or Debit Pay Card:** Employees may choose to have their paycheck automatically deposited into their bank or credit union of choice or be issued a Bank of America Visa Pay Card.

- **Flat Amount Direct Deposit:** Employees may have a designated amount of their paycheck automatically deposited in any NSHE designated banking institution.

SUPPLEMENTAL INSURANCE

The following programs, for which the employee pays the full premium if s/he elects any of them, are available at group rates and premiums are paid through the automatic payroll deduction plan. You are guaranteed acceptance into the programs if enrollment takes place during the first 60 days of employment. (*MetLaw has a 30 day enrollment deadline*).

- **SHORT TERM DISABILITY INSURANCE.** This plan pays a monthly benefit if you become totally disabled on a short-term basis.

- **ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE.** This policy covers accidental death or dismemberment, permanent or total disability, or paralysis.

- **SUPPLEMENTAL LIFE INSURANCE.** This plan provides additional group life insurance up to $500,000 to supplement the basic $25,000 provided with the group health insurance. Family coverage is available.

- **LONG-TERM CARE.** This insurance can help protect assets and allow you and your family (including parents) to remain more financially independent if long-term care is necessary.

- **AUTOMOBILE AND HOMEOWNERS INSURANCE.**

- **METLAW.** This insurance, administered by Hyatt Legal Plans, is a legal services plan that provides legal representation for you, your spouse, and dependents in court appearances, document review and preparation, debt collection defense, wills and trusts, family matters and real estate matters.

- **METLIFE.** This critical illness insurance may assist you with unexpected expenses that may not be covered by your medical insurance.

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*If you have any questions relating to the benefits available to DRI faculty, please contact Human Resources at 775-673-7319 or 702-862-5548. Thank you!*

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