



BENEFITS SUMMARY FOR TECHNOLOGISTS

Effective July 1, 2020

INSURANCES

DRI offers its eligible employees to participate in the State of Nevada Self-Funded Consumer Driver High Deductible PPO Plan or an Exclusive Provider Organization (EPO) Plan. Coverage is effective on the first day of the first full month of employment. Enrollment must take place within **15 days of start date**.

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 Plan (Consumer Driven High Deductible), the HMO Standard Plan (Southern HMO), or the EPO Premier Plan (Northern EPO)
- ❖ **Dental Care**
- ❖ **Vision Care** (May be part of plan or purchased separately through PEBP)
- ❖ **\$25,000 term life insurance policy** (employee only); **Long Term Disability** which covers 60% of gross earnings capped at \$7,500.00/month

LEAVE BENEFITS

- ❖ **Annual Leave.** Annual leave is earned at the rate of 10 hours per month beginning with the date of hire. Leave will be earned at a reduced rate according to the FTE. Annual leave cannot be used until the six-month probationary period ends.

For those on a reduced contract, leave is pro-rated to the percentage of the employment contract. A maximum of 240 hours may be carried from one calendar year to the next. After 5 years of service, annual leave increases to 12 hours per month; after 10 years of service to 14 hours per month, and after 15 years to 16 hours per month. Employees are paid out for accrued annual leave if they terminate after six months of employment.

- ❖ **Sick Leave.** Technologists earn sick leave at the rate of 10 hours per month (pro-rated for a reduced FTE). Sick leave may be used as it accrues and can be used for personal illness, family illness, or for bereavement leave. A maximum of 720 hours of sick leave may be accrued and carried from one calendar year to the next.

RETIREMENT PLAN

All technologists participate in PERS (the Public Employees' Retirement System). Your earnings from this position are not covered under Social Security. If you have 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> The employee may choose to make their contributions either through the Employee-Employer Paid plan where the employee and DRI each make a mandatory contribution equal to approximately 15.25% of the employee's gross salary, or the Employer Paid plan where the employee receives a reduced salary and DRI makes the entire contribution of approximately 29.25%. If you have any questions, the

HR staff will be reviewing this important benefit with you during your orientation. The benefits upon retirement are the same, regardless of which plan is selected, because your retirement distribution is based on length of service and an average salary based on the highest 36 months of compensation.

SUPPLEMENTAL RETIREMENT PLANS

Tax Sheltered Annuity (403 (b))

A contribution to a TSA is available as a way to supplement your retirement savings your deferral. Contributions are deducted automatically; thus, your current taxable income is lowered by the amount of your deferral. Contribution limits for 2020 is \$19,500 and if you are 50 or over you may contribute an additional \$6,500. If you are interested in participating, please contact TIAA Cref.

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 vary each calendar year. Contribution limits for 2020 are \$19,500 and if you are 50 or over you may contribute an additional \$6,500.

Deferred Compensation 457 Plan

The 457 plan contribution limits vary each calendar year. Contribution limits for 2020 are \$19,500 and if you are 50 or over you may contribute an additional \$6,500. Please contact the Human Resources office at DRI to provide enrollment information 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 through ASI, 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: dependent health care premiums, 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 (HRA):** The PPO-Health Reimbursement Arrangement is an employer-owned account that PEPP 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 PEPP.
- ❖ **TAX-SHELTERED ANNUITIES OR VOLUNTARY RETIREMENT PLAN.** 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.
- ❖ **INTEREST-FREE COMPUTER LOANS.** Employees may apply for an interest-free computer loan of \$2,500 and make monthly payments through the payroll deduction plan. Contact Financial Services for more information.

- ❖ **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.

ADDITIONAL BENEFITS

- ❖ **11 Paid Holidays.**
- ❖ **Annual Leave Sell-Back Program.** Through this benefit program, employees, once a minimum balance is met, may “sell” five or more days of leave (essentially trading time for money) whenever they’re planning an actual vacation of an equivalent number of days.
- ❖ **Grant-In-Aid Program.** Within certain guidelines, DRI technologists, their spouses (includes same-sex marriage), domestic partner and eligible dependents may have a portion of registration waived when taking state sponsored courses at any of the NSHE campuses. This benefit is available as soon as the six-month probationary period ends.
- ❖ **Worker’s Compensation.** All employees are covered through the worker’s compensation agency selected by the State of Nevada.
- ❖ **Annual Physicals.** Employees are eligible to be reimbursed up to \$350.00 each year for out-of-pocket expenses related to annual physical exams.
- ❖ **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 into 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.
PEBP: The Standard or
NSHE: American Fidelity.
- ❖ **ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE.** This policy covers accidental death or dismemberment, permanent or total disability, or paralysis
PEBP: The Standard or
NSHE: Hartford Life or Western Insurance (Rider)
- ❖ **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.
PEBP: The Standard or
NSHE: Western Insurance.
- ❖ **CANCER CARE INSURANCE.** Provides benefits, in addition to the group health insurance plan, associated with the treatment of cancer.
NSHE: American Fidelity

- ❖ **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.
PEBP: UNUM
- ❖ **AUTOMOBILE AND HOMEOWNERS INSURANCE.** Employees have the option of purchasing automobile, homeowners, renters, condo, boat and RV insurance at special group discounts.
PEBP: Liberty Mutual Insurance.
- ❖ **PREPAID LEGAL.** 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.
NSHE: METLAW
PEBP: Nationwide Legal Ease
- ❖ **VOLUNTARY CRITICAL ILLNESS, HOSPITAL INDEMNITY, PERSONAL ACCIDENT**
NSHE: Met Life
PEBP: AFLAC
- ❖ **ID THEFT**
PEBP: ID Watchdog
- ❖ **VISION (PRE-TAX)**
PEBP: VSP Vision Care
- ❖ **PET INSURANCE**
PEBP: Nationwide
- ❖ **OTHER SUPPLEMENTAL PRODUCTS.** Please contact Human Resources for any other products offered by NSHE or Public Employees' Benefits Program.

***If you have any questions relating to the benefits available to DRI faculty,
please contact Human Resources at
775-673-7332 or 702-862-5548
Thank you!***