



BENEFITS SUMMARY FOR POSTDOCTORAL FELLOWS

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)
- ❖ **\$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.** Postdoctoral Fellows earn annual (vacation) leave at the rate of 1.25 days per month based on 100% FTE. For anyone on a reduced contract, leave is pro-rated to the percentage of their employment contract. Annual leave may be accumulated up to a maximum of 30 workdays at the end of each fiscal year. Earned annual leave shall be taken at a time approved or directed by the supervisor. Postdoctoral Fellows may be paid for up to 30 days of unused annual leave upon termination of employment (BOR Title 4, Chapter 7).
- ❖ **Sick Leave.** On the date of hire, Postdoctoral Fellows receive 15 days of sick leave (pro-rated for FTE), for use during the first year of employment. Beginning with the second year of employment, sick leave accrues at the rate of 1.25 days per month (pro-rated for part-time employees) to add to any remaining balance of unused sick leave from the first 12 months of service. Part time Postdoctoral Fellows shall be granted a pro-rata amount of sick leave. Sick leave may be accrued from year to year, not to exceed 30 workdays at the end of each fiscal year. Postdoctoral Fellows shall not be paid for any unused sick leave upon termination of employment. (BOR, Title 4, Chapter 7).

RETIREMENT PLAN FOR POSTDOCTORAL FELLOWS

The Board of Regents approved a mandatory Nevada System of Higher Education (NSHE) retirement plan for Postdoctoral Fellows. The Employer and Employee will both contribute approximately **6.2%** of gross pay into approved funds. 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 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. If you have previously participated in Social Security, you may be

affected by the Windfall Elimination Provision 2010. Information is available on the following website:
<http://ssa.gov/pubs/10045.html>

SUPPLEMENTAL RETIREMENT PROGRAMS

Tax Sheltered Annuity (403 (b))

A contribution to a TSA is available as a way to supplement your retirement savings. Contribution limits vary each calendar year. Contribution limits for 2020 is \$19,500 and if you are 50 or over you may contribute an additional \$6,500. Contributions are deducted from your salary automatically; thus, your current taxable income is lowered by the amount of your deferral.

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 is \$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, 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 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.
- ❖ **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 account.

ADDITIONAL BENEFITS

- ❖ **11 Paid Holidays.**
- ❖ **Worker's Compensation:** All employees are covered through the contracted 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 institutions.
- ❖ **Grant-in-Aid:** Within certain guidelines, postdoctoral fellows, their spouses (includes same-sex marriage), domestic partners and eligible dependent children can have a portion of tuition waived when taking state sponsored courses at any of the NSHE (Nevada System of Higher Education) campuses.
- ❖ **Annual Leave Sell Back:** Through this benefit program employees may "sell" five or more days of leave (essentially trading time for money) whenever they are planning an actual vacation of an equivalent number of days.

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. PEBP: The Standard or NSHE: American Fidelity.** This plan pays a monthly benefit if you become totally disabled on a short-term basis.
- ❖ **ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE. PEBP: The Standard or NSHE: Western Insurance.** This policy covers accidental death or dismemberment, permanent and total disability, or paralysis.
- ❖ **SUPPLEMENTAL LIFE INSURANCE. PEBP: The Standard or NSHE: Western 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. PEBP and NSHE: UNUM.** 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. PEBP and NSHE: Liberty Mutual Insurance.** Employees have the option of purchasing automobile, homeowners, renters, condo, boat and RV insurance at special group discounts.
- ❖ **METLAW. NSHE.** 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. NSHE.** Critical illness insurance can assist with unexpected expenses that may not be covered by your medical insurance.
- ❖ **OTHER SUPPLEMENTAL PRODUCTS.** Please contact Human Resources for information on additional products offered throughout the year.

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