

LOMA LINDA UNIVERSITY HEALTH
OUTLINE OF RESIDENT BENEFITS
EFFECTIVE 01/01/17

Some benefits may vary according to employment status. For further information and benefits updates, contact the Graduate Medical Education (GME) office at 909-558-6131, x 66131 or go to <http://vip.mc.llumc.edu/vip/Departments/LLUHS-Departments/Human-Resource-Management/LLUMC/Benefits/Index.page>

BENEFITS	DEFINITIONS	ELIGIBILITY	PAID BY																																												
Adoption Benefits	LLUHEC will reimburse up to 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																																												
Blood Bank	Free meal ticket with every donation. For questions, call LLU 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/index.page ? Or contact the Loma Linda Simulation Center at 909-558-7208.	Immediately	LLUHEC																																												
Direct Deposit	Direct deposit of paycheck available from Payroll. For more information visit the Payroll website at http://vip.mc.llumc.edu/vip/Departments/LLUHS-Departments/Payroll/Index.page ?	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 http://www.llu.edu/central/studentaffairs/index.page .	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 http://lomalindahealth.org/medical-center/about-us/employee-assistance/index.page	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. www.llu.edu/llu/drayson	Tuesday after 1 st paycheck	LLUHEC																																												
Flexible Spending Account (FSA)	Savings set aside pre-tax for qualified medical or childcare expenses. Health care account and/or dependent care account.	Immediately	Employee																																												
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																																												
Health Care Plan <i>Rates Effective 1-1-17</i>	<p>It provides a broad range of medical, dental and vision benefits for employee, spouse, and eligible dependents.</p> <table border="1"> <thead> <tr> <th rowspan="2">Monthly Employee Plan Contribution</th> <th colspan="2">Medical, Vision & Prescription Wholeness*</th> <th colspan="2">Medical, Vision & Prescription Base</th> <th colspan="2">Dental Wholeness</th> <th colspan="2">Dental Base</th> </tr> <tr> <th>FTB</th> <th>PTB</th> <th>FTB</th> <th>PTB</th> <th>FTB</th> <th>PTB</th> <th>FTB</th> <th>PTB</th> </tr> </thead> <tbody> <tr> <td>Single Coverage</td> <td>\$35</td> <td>\$500</td> <td>\$80</td> <td>\$545</td> <td>\$5</td> <td>\$51.50</td> <td>\$10</td> <td>\$56.50</td> </tr> <tr> <td>Two-Party Coverage</td> <td>\$135</td> <td>\$600</td> <td>\$225</td> <td>\$690</td> <td>\$25</td> <td>\$71.50</td> <td>\$35</td> <td>\$81.50</td> </tr> <tr> <td>Family Coverage</td> <td>\$210</td> <td>\$675</td> <td>\$345</td> <td>\$810</td> <td>\$50</td> <td>\$96.50</td> <td>\$65</td> <td>\$11.50</td> </tr> </tbody> </table> <p>*A surcharge will be applied for employees who opt out of the Wholeness Plan participation requirements. Single coverage: \$150, two-party coverage: \$225 and family coverage: \$300.</p>	Monthly Employee Plan Contribution	Medical, Vision & Prescription Wholeness*		Medical, Vision & Prescription Base		Dental Wholeness		Dental Base		FTB	PTB	FTB	PTB	FTB	PTB	FTB	PTB	Single Coverage	\$35	\$500	\$80	\$545	\$5	\$51.50	\$10	\$56.50	Two-Party Coverage	\$135	\$600	\$225	\$690	\$25	\$71.50	\$35	\$81.50	Family Coverage	\$210	\$675	\$345	\$810	\$50	\$96.50	\$65	\$11.50	Immediately	LLUHEC & Employee
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Holidays	See House Staff Manual	Immediately	LLUHEC																																												
Jury Duty	Up to 15 days (per calendar year) if called to serve (maximum of 8 hours per day regardless of length of scheduled shift missed). Contact the GME Office for more information.	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																																												
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																																												
Retirement Plan (Milliman-MERP Plan) www.millimanbenefits.com	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	MERP - 1000 hours, graduated vesting	LLUHEC & Employee																																												

BENEFITS	DEFINITIONS	ELIGIBILITY	PAID BY
Retirement Plan (Milliman-TSA Plan) Tax Sheltered Annuity www.millimanbenefits.com	more information contact ext. 15448. 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. Maximum of \$18,000/yr (\$24,000/yr for 50 years of age or older). For more information contact ext. 15448.	schedule 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
Tuition Reimbursement	Available only to Preventive Medicine Residency Specialties. Contact GME office for details.	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
Long-Term Disability Insurance (LTD)	Provides income replacement for residents in the case of disability. Contact GME office for more details regarding this benefit.	After 30 days	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) 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] 	12 mths of service & a minimum of 1250 hrs. worked Immediately Immediately Immediately Immediately Immediately Immediately Immediately Immediately Immediately Immediately	Unpaid Unpaid Unpaid Unpaid Employee Both Employee LLUHEC LLUHEC LLUHEC LLUHEC