



## TECHNOLOGISTS BENEFITS SUMMARY

Effective July 1, 2023

DRI offers its eligible employees to participate in a group health, vision and dental coverage for their uncovered spouse (includes same-sex marriage), domestic partner and/or dependents, by paying 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. Coverage is effective on the first day of the first full month of employment.

### The Group Insurance Plan includes the following:

- ❖ **Health Care** Employees may select from 3 options:
  - ❖ Consumer Driven High Deductible Plan (CDHP-PPO) (Statewide/Nationwide)
  - ❖ Low Deductible Plan (LD-PPO) (Statewide/Nationwide)
  - ❖ Exclusive Provider Organization (Northern NV EPO) OR Health Plan of Nevada (Southern NV - HMO)
- ❖ **Dental Care**
- ❖ **Vision Care** (part of the plan or additional coverage purchased through PEBP)
- ❖ **\$25,000 term life insurance policy** (employee only)

**Flexible Spending Account (FSA) - Pre-Tax Reimbursement Plan:** Employees can 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 CDHP. 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 PEBP will establish on behalf of eligible participants in the CDHP (for Pre-Medicare Retirees, Certain Active Employees). No employee contributions can be made to the account. If the CDHP medical coverage terminates, declines coverage or passes away, the remaining balances are returned to PEBP.

### **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 17.50% 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 33.50%. 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 (TSA) 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 limits vary from year to year and if over age 50 an additional deferral may be made. The contribution limit for 2023 is \$22,500 and if you are 50 or over you may contribute an additional \$7,500.

### **Roth 403 (b)**

The 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. The contribution limit for 2023 is \$22,500 and if you are 50 or over you may contribute an additional \$7,500.

### ***Deferred Compensation 457 Plan***

457 plan contribution limits vary and if over age 50 an additional contribution may be made. Please contact the Human Resources office at DRI to provide information from the following NSHE approved vendors: VOYA. The contribution limit for 2023 is \$22,500 and if you are 50 or over you may contribute an additional \$7,500.

## **ADDITIONAL BENEFITS**

- ❖ **12 Paid Holidays.**
- ❖ **Annual Leave Sell-Back Program.** 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.
- ❖ **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.
- ❖ **Interest Free Computer Loan.** 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.
- ❖ **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.
- ❖ Employee who selects direct deposit will have their travel and other reimbursements processed to their bank account.
- ❖ **Flat Amount Direct Deposit:** Employees may have a designated amount of their paycheck automatically deposited in any NSHE designated banking institution.
- ❖ **Worker's Compensation.** All employees are covered through the worker's compensation agency selected by the State of Nevada.

### **VOLUNTARY/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 30 days of employment.

- ❖ **ACCIDENT, CRITICAL ILLNESS, and HOSPITAL INDEMNITY**  
PEBP: The Standard  
NSHE - Workday: Met Life
- ❖ **ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE.** This policy covers accidental death or dismemberment, permanent or total disability, or paralysis  
PEBP: The Standard  
NSHE - Workday: Western Insurance
- ❖ **AUTO, HOME and RENTER'S INSURANCE.** Employees have the option of purchasing automobile, homeowners, renters, condo, boat and RV insurance at special group discounts.  
PEBP: Liberty Mutual (Direct Bill)
- ❖ **CANCER CARE INSURANCE.** Provides benefits, in addition to the group health insurance plan, associated with the treatment of cancer.  
NSHE - Workday: American Fidelity
- ❖ **IDENTITY THEFT PROTECTION**  
PEBP: ID Watchdog
- ❖ **LEGAL SERVICES.** 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.  
PEBP: Nationwide LegaleASE  
NSHE - Workday: MetLaw Hyatt Legal Plan
- ❖ **PET INSURANCE**  
PEBP: Nationwide
- ❖ **SHORT TERM DISABILITY INSURANCE.** This plan pays a monthly benefit if you become totally disabled on a short term basis.  
PEBP: The Standard  
NSHE - Workday: American Fidelity
- ❖ **VISION (PRE-TAX) Buy-up plan**  
PEBP: VSP Vision Care

- ❖ **VOLUNTARY 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**  
**NSHE - Workday: Western Insurance.**
- ❖ **VOLUNTARY LONG-TERM DISABILITY**  
**PEBP: The Standard**
- ❖ **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!***