

# LETTER OF APPOINTMENT WITH BENEFITS

Welcome to the University of Nevada, Reno. The following information is a summary of the benefits you are entitled to as an employee. In the event of any difference between the terms of this summary document and the plan or governance documents, the terms of the plan or governance documents will prevail.

## GROUP HEALTH INSURANCE

Coverage begins on the first of the month following three months of full-time service (full time service is working at least 80 hours in a month). **Enrollment must take place within 30 days of start date or five (5) days from date of receiving information.** Dependent coverage is paid 100% by EMPLOYEE. The group health insurance plan covers medical, dental and vision care; \$20,000 term life insurance; \$20,000 personal accident insurance, \$50,000 business travel accident and long-term disability which insures 60% of gross pay after 180 days of total disability to a maximum of \$7,500/month. Dependent coverage includes medical, dental, and vision only. Premiums can be payroll deducted on a pre-tax basis under IRS Section 125.

*The monthly employee insurance premium rates are for the Plan Year 7-1-08 through 10-31-09*

### NORTHERN NEVADA

- State of Nevada Self-Funded Plan
- Hometown Health Plan – HMO

### SOUTHERN NEVADA

- State of Nevada Self-Funded Plan
- Health Plan of Nevada HMO

### OUT-OF-STATE

- State of Nevada Self-Funded Plan

	<b>Self-Funded PPO Plan</b>		<b>Hometown Health Plan <u>Northern Nevada</u></b>	<b>Health Plan of Nevada HMO <u>Southern Nevada</u></b>
	<b>High Deductible</b>	<b>Low Deductible</b>		
Employee only	\$ 0.00	\$ 28.02	\$ 27.29	\$ 17.14
Employee + Spouse	\$ 98.08	\$211.57	\$193.57	\$102.69
Employee + Child(ren)	\$ 10.29	\$ 46.90	\$ 71.77	\$ 73.44
Employee + Family	\$ 61.85	\$143.13	\$193.69	\$150.84

For further information regarding the following benefits, contact BCN Benefits at 784-6844 or [www.unr.edu/vpaf/hr/benefits](http://www.unr.edu/vpaf/hr/benefits); unless otherwise indicated.

## SUPPLEMENTAL INSURANCE PLANS

Personal accident, critical illness, supplemental term life, auto/homeowners/renters, short-term disability, long term care, and a legal plan are available through payroll deduction.

## SECTION 125 PLAN

This is an employer-sponsored benefit plan which allows employees to pay health insurance and some supplemental insurance premiums with pre-tax dollars. Also includes medical flexible spending account (FSA) and dependent care flexible spending account (FSA) with pre-tax dollars.

## EMPLOYEE ASSISTANCE PROGRAM

Provides confidential assessment, problem identification and assistance to employees and their dependents

## EDUCATIONAL BENEFIT / Letter of Appointment Grant in Aid

Employees teaching for credit are eligible for the amount of credits being taught in the current semester or the previous semester but not accumulative from semester to semester. There is no benefit for your dependents. Courses must be taken at UNR.

## RECREATION FACILITIES

The Lombardi Center offers an annual or semester membership. For an additional charge you may also include family members. For information about the Lombardi Center call 784-4041 or visit [www.unr.edu/campusrec/information.html](http://www.unr.edu/campusrec/information.html).

## STATE INCOME TAX

No state income tax in Nevada.

## MEDICARE TAX

All new employees pay 1.45% Medicare tax which is matched 100% by the University.

## WORKERS' COMPENSATION

Covers employees in the event of work-related injuries. It is important to know the procedures to follow to make sure claims are processed appropriately

## FICA ALTERNATIVE RETIREMENT PLAN

Temporary employees are provided with a deferred compensation 457 retirement plan commencing on their date of hire.

Under the terms of the FICA Alternative Retirement Plan, employees must contribute 7.5% of their gross salary to the Plan. The employee pre-tax contributions are invested into a 457 account. There are two retirement investment fund companies to choose from, ING Financial Services and The Hartford.



# BENEFITS

# RETIREMENT PLANS

## **VOLUNTARY RETIREMENT PLANS**

As an employee of the Nevada System of Higher Education (NSHE) and the State of Nevada, you are eligible to participate in two Voluntary Retirement Plans that are explained below. Each plan has a basic annual contribution limit. In addition if you are age 50 or older you are eligible to contribute an additional amount. The voluntary retirement plans provide for employee contributions on a pre-tax or post tax basis. There are no employer matching contributions.

## **NSHE TAX SHELTERED ANNUITY and/or ROTH 403(b) PLAN**

The Tax Sheltered Annuity or Roth 403(b) Plans allow you to set aside additional savings for your retirement.

## **STATE OF NEVADA DEFERRED COMPENSATION 457 PLAN**

The Deferred Compensation 457 Plan allows you set aside compensation under the program which while invested under the program is exempt from federal income taxes on your contributions and interest, dividends and capital gains. Additional information is available from the Benefits office or at [www.defcomp.state.nv.us/](http://www.defcomp.state.nv.us/).

### **Benefits Office**

70 Artemesia Way, MS-0240

Reno, Nevada 89557-1240

Phone: (775) 784-6844

Fax: (775) 784-4221

[www.unr.edu/hr](http://www.unr.edu/hr)