



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 <https://one.lluh.org/vip/Departments/LLUSS-Departments/Human-Resource-Management/Benefits>

BENEFITS	DEFINITIONS	ELIGIBILITY	PAID BY																																																					
<b>Adoption Benefits</b>	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																																																					
<b>Blood Bank</b>	Free meal ticket with every donation. For questions, call LLU Blood Club at ext. 47555.	Immediately	LLUHEC																																																					
<b>Cafeteria Discounts</b>	A discount is available for food purchased at any of the cafeterias. Enrollment in cafeteria payroll deduction program and employee badge required.	Immediately	LLUHEC																																																					
<b>CPR Training</b>	Basic and Advanced Cardio Pulmonary Resuscitation (CPR) training available to all employees who require certification. For more information go to <a href="http://www.llu.edu/lifesupport-education/index.page?">http://www.llu.edu/lifesupport-education/index.page?</a> Or contact the Loma Linda Simulation Center at 909-558-7208.	Immediately	LLUHEC																																																					
<b>Direct Deposit</b>	Direct deposit of paycheck available through Payroll. For more information visit the Payroll website at <a href="http://vip.mc.llumc.edu/vip/Departments/LLUHS-Departments/Payroll/Index.page?">http://vip.mc.llumc.edu/vip/Departments/LLUHS-Departments/Payroll/Index.page?</a>	Immediately	Employee																																																					
<b>Discount Tickets</b>	Discounted tickets are available for many Southern California attractions. For more information contact LLU Student Affairs at (909)558-4510 or go to <a href="http://www.llu.edu/central/studentaffairs/index.page">http://www.llu.edu/central/studentaffairs/index.page</a> .	Immediately	Employee																																																					
<b>Employee Assistance Program (EAP)</b>	Confidential employee support and counseling service to assist with personal or work-related problems. For more information go to <a href="http://lomalindahealth.org/medical-center/about-us/employee-assistance/index.page">http://lomalindahealth.org/medical-center/about-us/employee-assistance/index.page</a>	Immediately	LLUHEC																																																					
<b>Financial Planning (SmartDollar)</b>	Enrollment provides access to library of online videos and tools geared towards improving Financial Wellness.	Immediately	Employee																																																					
<b>Fitness Center (Drayson Center)</b>	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. <a href="http://www.llu.edu/llu/drayson">www.llu.edu/llu/drayson</a>	Tuesday after 1 <sup>st</sup> paycheck	LLUHEC																																																					
<b>Flexible Spending Account (FSA)</b>	Savings set aside pre-tax for qualified medical or childcare expenses. Health care account and/or dependent care account.	Immediately	Employee																																																					
<b>Bereavement Leave (Funeral Leave)</b>	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																																																					
<b>Health Care Plan</b> <i>Rates Effective 07/01/18</i>	It provides a broad range of medical, dental and vision benefits for employee, spouse, and eligible dependents. <table border="1" data-bbox="326 1283 1248 1614"> <thead> <tr> <th rowspan="2">Monthly Employee Plan Contribution</th> <th colspan="2">Medical, Vision &amp; Prescription Wholeness Plan w/Wellness Discount</th> <th colspan="2">Medical, Vision &amp; Prescription Wholeness Plan</th> <th colspan="2">Medical, Vision &amp; Prescription Base Plan</th> <th colspan="2">Dental</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>Employee (EE)</td> <td>\$40</td> <td>\$295</td> <td>\$190</td> <td>\$445</td> <td>\$90</td> <td>\$345</td> <td>\$5</td> <td>\$33</td> </tr> <tr> <td>EE &amp; Children</td> <td>\$135</td> <td>\$565</td> <td>\$360</td> <td>\$790</td> <td>\$220</td> <td>\$650</td> <td>\$20</td> <td>\$65</td> </tr> <tr> <td>EE &amp; Spouse</td> <td>\$160</td> <td>\$685</td> <td>\$385</td> <td>\$910</td> <td>\$260</td> <td>\$785</td> <td>\$30</td> <td>\$82</td> </tr> <tr> <td>Family</td> <td>\$255</td> <td>\$985</td> <td>\$555</td> <td>\$1285</td> <td>\$400</td> <td>\$1130</td> <td>\$55</td> <td>\$122</td> </tr> </tbody> </table>	Monthly Employee Plan Contribution	Medical, Vision & Prescription Wholeness Plan w/Wellness Discount		Medical, Vision & Prescription Wholeness Plan		Medical, Vision & Prescription Base Plan		Dental		FTB	PTB	FTB	PTB	FTB	PTB	FTB	PTB	Employee (EE)	\$40	\$295	\$190	\$445	\$90	\$345	\$5	\$33	EE & Children	\$135	\$565	\$360	\$790	\$220	\$650	\$20	\$65	EE & Spouse	\$160	\$685	\$385	\$910	\$260	\$785	\$30	\$82	Family	\$255	\$985	\$555	\$1285	\$400	\$1130	\$55	\$122	Immediately	LLUHEC & Employee
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<b>Holidays</b>	See House Staff Manual	Immediately	LLUHEC																																																					
<b>Identity Theft Protection (AllClearID)</b>	Identity theft monitoring, protection and restoration. Enrollment also provides credit monitoring services.	Immediately	Employee																																																					
<b>Jury Duty</b>	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																																																					
<b>Liability/Malpractice Insurance</b>	Comprehensive professional liability coverage for all employees. Applies only when employees are acting within the authorized capacity and scope of assigned duties.	Immediately	LLUHEC																																																					

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<b>Personal Leave of Absence (LOA)</b>	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
<b>Retirement Plan (Milliman-MERP Plan)</b> <a href="http://www.millimanbenefits.com">www.millimanbenefits.com</a>	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 more information contact ext. 15448.	MERP - 1000 hours, graduated vesting schedule	LLUHEC & Employee
<b>Retirement Plan (Milliman-TSA Plan) Tax Sheltered Annuity</b> <a href="http://www.millimanbenefits.com">www.millimanbenefits.com</a>	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.	TSA - the first of the month following date of hire MERP - 1000 hours, graduated vesting schedule	LLUHEC & Employee
<b>Ride-Share Program</b>	Free gas vouchers, preferred parking and other incentives available to employees who vanpool, rideshare, bike, walk or take public transportation to work.	Immediately	LLUHEC
<b>Spiritual Care</b>	Activities and services to support the spiritual health of our employees and to assist in providing spiritual support to others.	Immediately	LLUHEC
<b>Tuition Reimbursement</b>	8 units (maximum based upon the Loma Linda University price per unit) per calendar year for Preventive Medicine Residency Specialties. Contact GME office for details.	Immediately	LLUHEC
<b>Basic Life Insurance</b>	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
<b>Long-Term Disability Insurance (LTD)</b>	Provides income replacement for residents in the case of disability. Contact GME office for more details regarding this benefit.	After 30	LLUHEC
<b>Vacation</b>	3 weeks: 1 <sup>st</sup> year resident. 4 weeks: 2 <sup>nd</sup> - 8 <sup>th</sup> year resident. Contact the GME Office for more information.	Immediately	LLUHEC
LEGISLATIVE BENEFITS			
	<ul style="list-style-type: none"> <li>California Family Rights Act (CFRA)</li> <li>Family Medical Leave Act (FMLA)</li> <li>Military Leave - Covered under Veteran's Re-Employment Rights Act</li> <li>Pregnancy Disability Leave (PDL)</li> <li>Paid Family Leave: <a href="http://edd.ca.gov/">http://edd.ca.gov/</a></li> <li>Social Security: <a href="http://ssa.gov/">http://ssa.gov/</a></li> <li>State Disability (SDI): <a href="http://edd.ca.gov/">http://edd.ca.gov/</a></li> <li>Unemployment Insurance: <a href="http://edd.ca.gov/">http://edd.ca.gov/</a></li> <li>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]</li> <li>Workers' Compensation: Medical benefits &amp; compensation provided during work-related illness or injury. [Contact Risk Management for more details]</li> </ul>	<p>12 mths of service &amp; a minimum of 1250 hrs. worked Immediately</p> <p>Immediately</p> <p>Immediately</p> <p>Immediately</p> <p>Immediately</p> <p>Immediately</p> <p>Immediately</p>	<p>Unpaid Unpaid</p> <p>Unpaid</p> <p>Unpaid Employee Both Employee LLUHEC LLUHEC LLUHEC</p> <p>LLUHEC</p>