



**LOMA LINDA UNIVERSITY MEDICAL CENTER-MURRIETA MEDICAL RESIDENT
OUTLINE OF BENEFITS
AS OF 07/01/2024**

Benefits are administered based on employment status and other variables and are subject to change with or without notice.

BENEFITS	DESCRIPTION	EFFECTIVE	PAID BY																																																					
Adoption Benefits	Reimbursement of 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	LLUMC-M																																																					
Bereavement Leave Pay	Eligible employees may receive bereavement leave pay for covered family members. Contact GME Office for more information.	After 30 days	LLUMC-M																																																					
Cafeteria Discounts	On-duty meals provided at LLUMC-M, discounts offered at LLUMC.	Immediately	LLUMC-M																																																					
Cell Phone Allowance	\$25.00 paid monthly	Immediately	LLUMC-M																																																					
CPR Training	Basic and Advanced Cardiopulmonary Resuscitation (CPR) training available to all employees who require certification.	Immediately	LLUMC-M																																																					
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 https://home.llu.edu/campus-and-spiritual-life/student-services/student-life/purchase-discount-tickets?resource=www.llu.edu/students/student-affairs/	Immediately	Employee																																																					
Educational Financial Wellness (Tuition.io)	Online educational financial wellness platform with tools, resources and coaching to support employees in their planning and management of current and/or future student loan debt. Platform includes premium support for Public Service Loan Forgiveness (PSLF). https://lluh.tuition.io	After 30 days	LLUMC-M																																																					
Educational Stipend	\$1,000 education stipend per year of training. Stipend can be applied to license applications, required resident examinations, electronics (smart phones, tablets, laptops).	Immediately	LLUMC-M																																																					
Employee & Student Counseling Services (ESCS)	Confidential employee support and counseling service to assist with personal or work-related problems. For more information go to https://llu.edu/campus-spiritual-life/student-services/student-experience/employee-and-student-counseling-services-escs?resource=home.llu.edu/campus-and-spiritual-life/student-services/student-experience/student-counseling-services	Immediately	LLUMC-M																																																					
Fitness Center Membership	Free of charge. Contact GME Office for more information.	Immediately	LLUMC-M																																																					
Flexible Spending Account (FSA)	Pre-tax savings for qualified medical or dependent expenses. Health care account and/or dependent care account.	Immediately	Employee																																																					
Health Care Plan	It provides a broad range of comprehensive medical, dental and vision benefits for employee, spouse, and eligible dependents. <table border="1" style="width:100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th rowspan="3">Monthly Employee Plan Contribution</th> <th colspan="2">Medical, Vision & Prescription Wholeness Plan w/Wellness Discount</th> <th colspan="2">Medical, Vision & Prescription Wholeness Plan</th> <th colspan="2">Medical, Vision & 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>\$90</td> <td>\$410</td> <td>\$240</td> <td>\$560</td> <td>\$140</td> <td>\$460</td> <td>\$12</td> <td>\$43</td> </tr> <tr> <td>EE & Children</td> <td>\$280</td> <td>\$825</td> <td>\$505</td> <td>\$1,050</td> <td>\$365</td> <td>\$910</td> <td>\$42</td> <td>\$94</td> </tr> <tr> <td>EE & Spouse</td> <td>\$328</td> <td>\$998</td> <td>\$553</td> <td>\$1,223</td> <td>\$428</td> <td>\$1,098</td> <td>\$56</td> <td>\$117</td> </tr> <tr> <td>Family</td> <td>\$460</td> <td>\$1,385</td> <td>\$760</td> <td>\$1,685</td> <td>\$605</td> <td>\$1,530</td> <td>\$78</td> <td>\$153</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)	\$90	\$410	\$240	\$560	\$140	\$460	\$12	\$43	EE & Children	\$280	\$825	\$505	\$1,050	\$365	\$910	\$42	\$94	EE & Spouse	\$328	\$998	\$553	\$1,223	\$428	\$1,098	\$56	\$117	Family	\$460	\$1,385	\$760	\$1,685	\$605	\$1,530	\$78	\$153	Immediately	LLUMC-M & Employee
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Holidays	Contact GME for more information	Immediately	LLUMC-M																																																					
Housing Allowance	An allowance equivalent to \$5,000 annually included in the annual stipend.	Immediately	LLUMC-M																																																					
Jury Service	Up to 15 days per calendar year.	Immediately	LLUMC-M																																																					
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	LLUMC-M																																																					
Life Insurance - Basic	Basic Life Insurance and Accidental Death / Dismemberment coverage. \$300,000/employee; \$25,000/spouse; \$10,000/each child	Immediately	LLUMC-M																																																					
Long-Term Disability Insurance (LTD)	Employer provided - after a 90-day period of Permanent and Total Disability <ul style="list-style-type: none"> • \$3,000/ mo. (PGY 1 & 2) • \$3,500/ mo. (PGY 3 & above) 	After 30 days	LLUMC-M																																																					
Medical Spanish Course	Reimbursement of \$395 is offered by the GME Office by providing successful completion of all three levels. Reimbursement of \$200 is offered by the GME Office by providing successful completion of credential assessment. You must purchase the subscription and submit reimbursement in Concur during the academic year you sign up to qualify.	Upon Request	LLUMC-M																																																					
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																																																					
Paid Time Off	30 working days for vacations, personal illness, to care for a family member, personal time	Immediately	LLUMC-M																																																					
Retirement Plan Adventist HealthCare Retirement Plan (AHRP)	Defined contribution plan to which LLUMC-M makes a basic contribution and matches employee contributions up to certain limits with certain qualifications. Minimum of 1,000 eligible hours per year required and 3-year vesting. <ul style="list-style-type: none"> ▪ Employer contributes 3% of wages to retirement account. ▪ Employer matches 50% on first 6% of wages contributed by employee. <i>*Above benefits limited to current year IRS recognizable wages.</i> ▪ Additional tax-deferred savings available through a 457(b). ▪ Savings set aside for retirement by pre-tax deduction. For more information go to http://ahrp.com/	Immediately	LLUMC-M																																																					

BENEFITS	DESCRIPTION	EFFECTIVE	PAID BY
Rental Vehicle Discount	Discounts for rental vehicles through Enterprise Rent-A-Car for local rentals, airport rentals, out of state rentals, international rentals, and one way rentals. Contact Transportation and Fleet Services for more information at 909-651-3020	Immediately	Employee
Rideshare Program	Free gas vouchers, preferred parking, and other incentives available to employees who vanpool, rideshare, bike, walk, or take public transportation to work.	Immediately	LLUMC-M
Service Recognition	Annual employee service recognition for every 5 th LLUH milestone year of service based on 1,000 hours or more per calendar year.	Based on annual years of service	LLUMC-M
Spiritual Care	Activities and services to support the spiritual health of our employees and to assist in providing spiritual support to others.	Immediately	LLUMC-M
White Coat	Two white coats are provided at the beginning of training. Additional coats may be purchased by a resident or fellow from the GME Office upon request. There are not provision for personal laundry.	Immediately	LLUMC-M
LEGISLATIVE BENEFITS			
<ul style="list-style-type: none"> • Bereavement Leave • California Family Rights Act (CFRA) • California Paid Sick Leave (CAPSL) • 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] <p>For more information go to https://one.lluh.org/vip/Departments/LLUSS-Departments/Human-Resource-Management/Employee-Relations-and-Leave-Administration</p>			