

Total Rewards



Advance Practice Provider

ELIGIBLE JOB TITLES

- Nurse Practitioner
- Physician Assistant
- Nurse Midwife
- Nurse Midwife Lead
- APP Lead
- APP Supervisor*
- Audiologist
- Clinical Nurse Specialist
- Clinical Psychologist
- Speech Pathology Therapist

**APP supervisors are eligible for CME days and professional development fund only*

APP Role Definitions

- **APP Primary Care-** nurse practitioners and physician assistants who provide care that is not limited by cause, organ system, or diagnosis.
- **APP Specialty Care-** nurse practitioners and physician assistants who provide care that is focused on a defined group of patients and diseases
- **APP Surgical Care-** nurse practitioners and physician assistants who provide care along with a surgical team either in the operating room or pre and post-operative care.

EXTRA SHIFT PAY

- Exempt classified APPs are eligible for extra shift pay for picking up extra shifts in an APP capacity
- Non-exempt classified APPs are not eligible, but are subject to receive overtime based on FLSA law
- Extra shift pay is provided in increments of 2, 4, 6, 8, 10 or 12 hour pre-scheduled clinical shifts based on approved operational staffing model for given department
- Compensated at straight pay rate (i.e. hourly base pay rate) and not eligible for overtime
- All other hours worked above allocated FTE are not eligible for straight pay

TIER PAY

- Exempt classified APPs who are employed to regularly work nights (i.e. 18:00 or later) or weekends and/or take unrestricted calls are eligible for tier pay
- Non-exempt classified APPs are not eligible for tier pay, but are eligible for shift differential as per the standard pay policy
- Additional compensation is provided on all hours worked, including picking up extra shifts and is not reflected in base pay rate
- Differential will be based on four tiers, see table below
- The differential will be calculated separate from base pay. The appropriate percentage will be multiplied by the employee's base pay rate and FTE, then entered into a separate pay code to be paid out according to hours paid each pay period.
- Tier pay will be suspended while on leave of absence

Total Rewards



TIER	APPS INCLUDED	ADDITIONAL COMPENSATION
0	APP does not fit the definitions of any of the tiers	Not applicable
1	APP is regularly required to work at least one shift on nights or weekends	3% of base pay rate
2	APP is regularly required to work 51 to 75% (i.e. two to three shifts) of allocated FTE on nights or weekends AND/OR is regularly required to take call on a set reoccurring rotation schedule of at least four shifts per month	6% of base pay rate
3	APP is regularly required to work greater than 75% of allocated FTE on nights or weekends or is regularly required to be on call as a physician assistant on the cardiac surgery team	18% of base pay rate

PROFESSIONAL DEVELOPMENT FUND

COMPONENT	SUPPORTING DETAILS
Eligibility	<ul style="list-style-type: none"> • Full-time APPs with an FTE of 0.9-1.0 are eligible for \$2,500 per fiscal year • Part-time APPs with an FTE of 0.5 to .89 are eligible for \$1,250 • Employees with an FTE less than 0.5 or who are in a casual status are not eligible
Use of funds, with prior approval (must be incurred during current fiscal year)	<ul style="list-style-type: none"> • Books/education • Self-assessments • Online review • Conference registration fees and travel expenses, in accordance with organizational policy • Professional organization membership • DEA license required for the position • Certifications required for the position¹ • State license required for the position
Funds may not be used for the following	<ul style="list-style-type: none"> • Stethoscopes • Scrubs • Electronic Equipment • UNMC/NM branded clothing
Operational Department covers the cost of the following	<ul style="list-style-type: none"> • Two lab coats • Pager • Any specialized devices required for position-(it Surgical Loops)

¹BLS, ACLS, PALS and/or ATLS taken at affiliated colleges are covered through HR and are not charged to professional development fund

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TIME OFF PROGRAM

Accrual Schedule

FULL-TIME		
YEARS OF SERVICE	ACCRUED PER PAY PERIOD*	ACCRUED PER YEAR
0 to 5	6.15	160
5+ to 10	7.08	184
10+ to 20	8.31	216
20+	9.23	240

PART-TIME		
YEARS OF SERVICE	ACCRUED PER PAY PERIOD*	ACCRUED PER YEAR
0 to 5	0.0654	136
5+ to 10	0.0769	160
10+ to 20	0.0885	184
20+	0.1038	216

*Pay period is defined by a bi-weekly timeframe

PTO Maximum Accruals

320 hours

Six Holidays Per Year

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Christmas Day

Community Strong Program

Annually in July, benefit-eligible employees will receive paid time off to volunteer at an approved 501(c)(3) tax-exempt organization. Full-time employees receive eight hours; part-time employees receive four hours.

RETIREMENT PLAN

403(b) – Employee Contributions

- All employees may contribute immediately on a pre-tax or post-tax basis
- Loans and hardship withdrawals are available

401(a) – Employer Contributions

Employer contributions will be calculated and made annually for employees who have met the following plan requirements:

- Employed with Nebraska Medicine at the end of the plan year (Dec. 31)
- Worked 1,000 hours or more in the plan year (Jan. 1 through Dec. 31). Worked hours and compensation are based on amounts paid through the last paycheck of the plan year.
- Plan requirements are waived if eligible for retirement (age 55 and six years of vested service or age 65)
- Base contribution: 3% of pay
- Matching contribution: 75% of employee deferrals up to the following maximum employer contributions:

YEARS OF SERVICE	DEFERRALS ELIGIBLE FOR MATCHING	RESULTING EMPLOYER MATCH	TOTAL MAX. EMPLOYER CONTRIBUTION (INCL. 3% BASE)
0 but less than 5	3.00%	2.25%	5.25%
5 but less than 10	5.00%	3.75%	6.75%
10 but less than 15	7.00%	5.25%	8.25%
15 but less than 20	9.00%	6.75%	9.75%
20 but less than 25	11.00%	8.25%	11.25%
25 or more	13.00%	9.75%	12.75%

Vesting

- 403(b) – Employee contributions – 100% Vested
- 401(a) – Employer base and matching contributions – Six-year graded vesting
- Vesting service is determined based on plan years when employee worked a minimum of 1,000 hours.

IF YOUR VESTING SERVICE IS:	YOU WILL BE VESTED IN THIS PERCENTAGE OF YOUR 401(A) EMPLOYER BASE AND MATCHING CONTRIBUTIONS
Less than 2 years	0%
2 years	20%
3 years	40%
4 years	60%
5 years	80%
6 years or more	100%

CONTINUING MEDICAL EDUCATION DAYS

- Full-time APPs with an FTE of 0.9-1.0 are eligible for 40 hours of CME per fiscal year
- Part-time APPs with an FTE of 0.5 to .89 are eligible for 20 hours of CME days per fiscal year
- Employees with an FTE less than 0.5 or who are in a casual status are not eligible

LEAVE OF ABSENCE

Family & Medical Leave Act (FMLA)

- Eligibility will follow the law – employees are eligible for leave under FMLA after one year of employment with a minimum of 1250 hours worked
- Available for care of self or eligible dependents
- Eligible for short-term disability pay (60% of base pay) for employee's own disability

Paid Parental Leave (PPL)

- Available for employees who are a parent of child through birth, adoption or surrogacy but are not birth parent
- Must be .5 FTE or greater to be eligible
- Must be approved for FMLA
- Eligible for up to three weeks paid time at 60% of base pay

Medical Leave of Absence (MLOA)

- Immediately eligible for up to 12 weeks leave for your own serious health condition
- Must be .5 FTE or greater to be eligible
- Eligible for MLOA only if not eligible for FMLA
- Must use accrued PTO
- Eligible for short term disability pay (60% of base pay)

Personal Leave

- Up to 12 weeks, with manager approval
- Must be a continuous leave
- Must use accrued PTO

Civic Leave

- All employees are granted civic leave for scheduled shifts missed due to civic duties such as jury duty, election board duty and job-related witness duty

Military Leave

- Policy complies with Uniformed Service Employment and Reemployment Rights Act of 1994 (USERRA)
- Full time employees are compensated the difference between the military pay and their regular Nebraska Medicine pay, based on FTE rate for 4 weeks (up to 160 hours)

Bereavement/Funeral Leave

- Up to five shifts (or up to 40 hours) of scheduled shifts that are missed due to the death of an employee's spouse, domestic partner, child (including loss of child due to miscarriage), brother, sister, stepson, stepdaughter, stepmother, stepfather, stepbrother, stepsister, mother, or father
- Up to three shifts (or up to 24 hours) for scheduled shifts that are missed due to death of an employee's father-in-law, mother-in-law, grandparent, grandchild, brother-in-law, sister-in-law, son-in-law, daughter-in-law, and spouse's grandparent
- Employee may use PTO, if approved by the supervisor if additional time is needed

EMPLOYEE ASSISTANCE PROGRAM (EAP)

- SupportLinc – 1-888-881-LINC(5462) or supportlinc.com (group code: nebraskamedicine)
- Employees and family members receive five free sessions per incident
- In-the-moment support by a licensed clinician 24/7/365 through phone, text or chat
- Referrals can be made for continuing sessions, if needed, according to your insurance
- Additional assistance is available for personal, family, financial or legal issues

EMPOWER YOUR WELLBEING

- Wellbeing program offered to all employees and spouses (nebraskamed.com/empower)
 - Provide employer funding for medical plan, based upon participation level and enrollment
 - Ability to earn prizes for participating in a wide array of wellbeing activities aimed at improving your Community, Emotional, Financial & Physical Wellbeing
- Free access to Fitness Center locations
- Health promotion programs
- Weight management programs
- Smoking cessation programs

TUITION/CERTIFICATION ASSISTANCE

Tuition Assistance

- **Full-time employees** – up to \$5,000
- **Part-time employees** (.5 FTE < .9 FTE) – up to \$2,500
- Runs on the calendar year
- Must complete six months of service prior to the time of payment
- Requires one-year retention for each tuition assistance payment
- Lifetime maximum: \$20,000

Certification Reimbursement

- Up to \$500 per calendar year of certification assistance for eligible employees

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GROUP HEALTH AND WELFARE PLANS

Nebraska Medicine employees are eligible to participate in the group health and welfare plans as long as they are actively working on a regular and consistent basis for Nebraska Medicine and are classified as a .5 FTE (full-time equivalent) or above.

Medical	Administered through UMR, a United Healthcare company
Dental	Preferred Provider Organization plan administered through MetLife
Vision	Coverage offered through MetLife
Flexible Spending Account	Health care and dependent care accounts administered through UMR, a United Healthcare company
Health Savings Account	Administered through Optum Bank
Retirement	Administered through Empower formerly known as Prudential
Short-term Disability	Nebraska Medicine provides all part-time employees (.5 to less than .9 FTE) and full-time employees (.9 – 1.0 FTE) a basic amount of short-term disability (STD) insurance, equal to 60 percent of their base weekly earnings after a 7-day elimination period
Long-term Disability Contribution	Nebraska Medicine provides all full-time (.9 – 1.0 FTE) employees a basic amount of long-term disability (LTD) Insurance equal to 60 percent of their basic monthly earnings after a 90-day elimination period
Supplemental Long-term Disability	Full-time employees (.9 – 1.0 FTE) and part-time employees (.5 to less than .9 FTE) are eligible to purchase supplemental long-term disability (LTD) insurance. Supplemental LTD pays an enhanced benefit of 66 2/3 percent of basic monthly earnings after a 90-day elimination period. Full-time employees would receive a benefit of 66 2/3 percent in place of the 60 percent standard LTD benefit
Basic Life Insurance Contribution	Nebraska Medicine covers basic life and accidental death & dismemberment premium for all employees <ul style="list-style-type: none"> • 1x annual salary up to \$500,000 for full-time employees • \$10,000 coverage for part-time employees
Supplemental Term Life and AD&D	Additional coverage available for employees and eligible dependents

For questions or further information, contact Advanced Practice Provider Director Risa Zimmerman at rzimmerman@nebraskamed.com.