

Total Rewards



CRNA

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 retirement eligible at termination
- 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%

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; organization pays an additional 40% up to full pay

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; organization pays an additional 40% up to full 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
- Eligible for short term disability pay (60% of base pay); organization pays an additional 40% up to full pay

Personal Leave

- Up to 12 weeks, with manager approval
- Must be continuous leave

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

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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

CONTINUING MEDICAL EDUCATION

- \$4,000 per year pro-rated to FTE

COVERED EXPENSES

- AANA Dues, NBCRNA certification & recertification, NE APRN & RN license, ACLS, BLS, PALS certification and recertification
- Monthly phone stipend \$125

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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
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 a benefit of 60 percent of basic monthly earnings after a 90-day or a 180 day elimination period.
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 Tiffany Olson at tiolson@nebraskamed.com or Tim Glidden at tiglidden@nebraskamed.com.

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