# One Time HAS/HRA Contribution for Plan Year 2024

Plan Year 2024 H.S.A/HRA Annual Contribution	CDHP (PPO) H.S.A/ HRA Account	LOW DEDUCTIBLE PLAN (PPO) HRA Account	EXCLUSIVE PROVIDER ORG.(EPO) HRA Account		
Base Employer Contribution for Employee	\$ 600	N/A	N/A		
One-Time Contribution for Employee	\$ 600 Employee \$ 700 Employee + Child(ren), Employee + Spouse \$ 800 Employee + Family				

Total Contribution Amount

Up to \$ 1,400

Up to \$800

NSHE SUPPLEMENTAL 403(b) PLAN - **NSHE Supplemental 403(b)** Plan allow you to set aside additional pre-tax or post-tax (Roth) savings for your retirement. Free in-person financial counseling offered on UNR campus, low institutional fees and monitored funds provided in the program; funds available for loans. TIAA is a record keeper for this supplemental retirement program. Additional information is available online <a href="https://www.unr.edu/bcn-nshe/benefits/retirement/403b-plan">https://www.unr.edu/bcn-nshe/benefits/retirement/403b-plan</a>

STATE OF NEVADA DEFERRED COMPENSATION (NDC) 457 PLAN - NDC 457 Plan allows you to set aside compensation under the program to a supplemental retirement plan. Pre-tax and Roth options are available. VOYA Financial is a record keeper for this program. Additional information is available from the Benefits office or at: <a href="https://www.unr.edu/bcn-nshe/benefits/retirement/457-plan">https://www.unr.edu/bcn-nshe/benefits/retirement/457-plan</a>

## **ADDITIONAL BENEFITS**

### <u>Annual Leave</u>

Full-time employees earn 10 hours of annual leave for each month of continuous full-time service; available after 6 months of employment.

## Sick Leave

Full-time employees earn 10 hours of sick leave per month, available as time is accrued.

Paid Holidays 13 paid holidays annually

https://hr.nv.gov/uploadedFiles/hrnvgov/Content/About/State%20Holidays%20Rev%209-13.pdf

## Pre-Tax Savings Accounts

Health Savings Account (HSA) is a tax-exempt medical savings account for employees enrolled in a CDHP-PPO plan. Contributions may be started and changed anytime, subject to IRS calendar maximum. Medical Flex Spending Account (FSA) is a tax-exempt medical account to be used for qualified medical expenses. Dependent care FSA allows employees to pay for dependent care expenses with pre-tax dollars. Additional information available online at <a href="https://www.unr.edu/bcn-nshe/benefits/voluntary">https://www.unr.edu/bcn-nshe/benefits/voluntary</a>

## Supplemental Benefits Plans

Supplemental term life, accident insurance, short-term disability, and a legal plan are available through payroll deduction. Additional information is available at: <a href="https://www.unr.edu/bcn-nshe/benefits/voluntary">https://www.unr.edu/bcn-nshe/benefits/voluntary</a>

Educa

## State of Nevada Employee Handbook

The employee handbook provides a ready reference to terms and conditions of your employment with the State of Nevada. The handbook is available at:

http://hr.nv.gov/uploadedFiles/hrnvgov/Content/Resources/Publications/Employee\_Handbook.pdf

#### Workers Compensation

Covers employees in the event of work-related injuries. It is important to know the procedures to follow to make sure daims are processed appropriately. https://www.unr.edu/bcn-nshe/workerscomp

## Employee Assistance Program (EAP)

The College offers an Employee Assistance Program (EAP) through ComPsych®GuidanceResources®, which has robust resources available to all employees. The program is strictly voluntary and confidential, and can help you or any member of your immediate family with confidential assessment, problem identification, personal and work-related issues. Your ComPsych®GuidanceResources® benefit provides you and your dependents 24/7 support, resources, and information to help you with all of life's challenges. From no-cost, confidential counseling and legal support to financial information and personalized work-life resources, GuidanceResources® has you covered.

The EAP is accessible by telephone twenty-four hours a day, seven days a week or visit their <u>website</u> <u>GuidanceResources Online</u> and enter our Organization Web ID: WNCEAP to find out how ComPsych can help.

### PLEASE NOTE

Some benefits are administered through Business Center North (BCN), a partnership between the University of Nevada, Reno (UNR) and Western Nevada College (WNC). Benefits communications, external links, and contacts may originate and be identified with either WNC, BCN, and UNR logos, addresses, titles, and personnel.

Western Nevada College - Human Resources

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Business Center North - Benefits Office

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Rev: 10/23