



## Benefits Overview



### HEALTH INSURANCE

LSU Health-NO offers a choice of six different health insurance plans to meet the varying needs of our employees and their family. Included is LSU First, a self-funded health plan with an employer-paid HRA, as well as HMO, PPO, and HSA plans.



### SUPPLEMENTAL INSURANCE

LSU Health-NO offers a wide variety of insurance plans that assist in our employees' financial wellbeing in the event of an accident, injury, or other life-altering events. Included are, Accident Protection, Accidental Death and Dismemberment, Critical Illness, Life Insurance, Long Term Care, and Long-Term Disability.



### DENTAL & VISION INSURANCE

LSU Health-NO offers two dental plan options and one vision plan option. The dental options offer coverage for preventative, basic, and major services. The enhanced plan includes the option for orthodontic services for children and covered adults. The vision plan includes an eye exam that is 100% covered with in-network providers, various lens options, and a \$150 frame allowance.



### CAP & EAP

LSU Health-NO offers the Campus Assistance Program & the Employee Assistance Program to provide employees and their families with opportunities to obtain assistance with varying personal situations. CAP services are free, confidential, and include a 24-hour crisis line. EAP services include legal and financial services, among others, and is also free and confidential.



### PAID TIME OFF AND HOLIDAYS

LSU Health-NO offers a generous Holiday Leave schedule of 14 paid holidays per year. In addition, employees may accrue annual and sick leave hours in an amount determined by their position classification.



### EARLY LEARNING CENTER

The LSU Health-NO Early Learning Center provides families with on-site, quality childcare for children from 6 weeks old to 36 months of age, based on availability. LSU Health-NO faculty, staff, and affiliates are eligible for a 20% discount on tuition costs.



### FLEXIBLE SPENDING ACCOUNT(S)

LSU Health-NO provides employees with the opportunity to set aside pre-tax dollars for out-of-pocket health care and/or dependent care expenses. This benefit is subject to IRS Regulations.



### WELLNESS CENTER

The LSU Health-NO Wellness Center provides a complimentary gym membership to employees, their spouses, and children (16 years or older), as well as the "Walk to Wellness" covered walkway between most campus buildings.



Visit our [Benefits website](#) for more information!

# RETIREMENT SNAPSHOT

Your road to retirement starts today at this very moment! As with all long journeys you must be prepared for whatever lies ahead whether it be unforeseen roadblocks or a wrong turn here and there, being equipped for the journey you will ultimately reach your destination.

The retirement benefits offered to LSU Health-NO employees will help you navigate the road to a successful retirement through its various retirement plan offerings.

LSU Health-NO employees must participate in a retirement plan, if eligible, in accordance with state and federal laws. Mandatory retirement offerings through LASERS, TRSL, or ORP are necessary foundations in helping you prepare for retirement through pre-tax employee contributions and employer contributions. Your employment classification, duration of employment at initial hire, and visa status determine your retirement plan default.

- **LOUISIANA STATE EMPLOYEES' RETIREMENT SYSTEM (LASERS)**

Defined benefit plan; default plan for Classified employees; offers a guaranteed lifetime benefit upon meeting retirement eligibility; offers disability and survivor benefits

- **TEACHER'S RETIREMENT SYSTEM OF LOUISIANA (TRSL)**

Defined benefit plan; default plan for certain Academic and Professional employees; offers a guaranteed lifetime benefit upon meeting retirement eligibility; offers disability and survivor benefits

- **OPTIONAL RETIREMENT PLAN (ORP)**

Defined contribution plan; alternative retirement plan option for Academic and Professional employees; offers immediate vesting; employee and employer contributions are eligible for rollover into an IRA upon separation; portable to most colleges and universities

- **LOUISIANA DEFERRED COMPENSATION PLAN (LA DCCP)**

Defined contribution plan; alternative retirement plan option for certain Classified, Academic and Professional employees; offers immediate vesting; employee and employer contributions are eligible for rollover upon separation without penalty; 2-year max participation

- **SOCIAL SECURITY TAX (OASDI)**

A tax applied to your earnings which help build "credits" toward Social Security benefits. Persons born in 1929 or later, will need 40 credits (10 years of work) to receive Social Security benefits upon reaching retirement eligibility age; default plan for certain Academic and Professional employees; 2-year max participation

## SUPPLEMENTAL RETIREMENT

LSU Health-NO employees do not participate in Social Security, with few exceptions. The lack of Social Security benefits or a possible reduction to Social Security benefits earned through previous employment or through spousal benefits, make the road to retirement more difficult to navigate.

LSU Health-NO offers multiple options to help employees save for the future up to the applicable IRS maximums through its supplemental retirement program which includes 403(b) and 457 (b) plan options. Employees may make paycheck contributions before and/or after taxes with total flexibility of enrolling at any time of the year, and the ability to make contribution changes throughout the year.

Learn more about retirement at LSU Health-NO on the [HRM Retirement page](#).