

BENEFITS | Overview Benefit Plan Year 2021-2022

In addition to our amazing mission, excellent work environment and of course the opportunity to work with Nevada's healthcare experts, HOPES offers some fantastic benefits! This is just a portion of what has made us a Northern Nevada Best Place to work for three out of the last five years!

Hometown Health HMO Medical Plan-Free for the Full-time Employee

- \$1,000 per person deductible/\$2,000 family
- \$5,000 per person out of pocket maximum/\$10,000 family
- \$25 copay for primary care visits/\$50 copay for specialist visits
- 100% Employer paid & partial payment for dependents of FT employee, employer also pays prorated rates for part-time employees and dependent coverage

Hometown Health PPO Medical Plan-An Affordable Buy-up Option

- \$1,000 per person deductible/\$2,000 family
- \$5,000 per person out of pocket maximum/\$10,000 family
- \$25 copay for primary care visits/\$50 copay for specialist visits
- Partially paid by HOPES starting at \$17/pay period for the employee; dependent and part-time rates apply.

Principal Dental plan (Principal Plan Dental Network)

- 100% paid preventative care/90% Basic / 60% major (In network)
- \$50 deductible per individual-\$150 deductible per family
- \$2,000 Annual Maximum benefit
- \$1,000 Annual Ortho Maximum Benefit
- 100% Employer paid & 40% Employer paid for dependents of FT employee, employer also pays prorated rates for part-time employees and dependent coverage

Principal Vision plan (VSP network)

- \$10 copay for annual eye exam (In network)
- \$25 copay for materials/eyewear (In network)
- Frame allowance up to \$130
- Additional discounts on glasses, sunglasses and laser vision correction
- Contact Lenses allowance covered at 100% after copay/elective contacts allowance up to \$130
- 100% Employer paid & 40% Employer paid for dependents for FT employee, employer also pays prorated rates for part-time employees and dependent coverage

Lincoln Basic and Supplemental Term Life

- Employer pays for \$50,000 of Life and AD&D Insurance
- Employee can buy additional life insurance for self, partner/spouse and dependents at affordable group rates

Colonial Life Supplemental Policies available for voluntary products

- Short Term Disability
- Accident
- Critical Illness
- Medical Bridge

FTCA Coverage

The Federally Supported Health Centers Assistance Act of 1992 & 1995 granted medical malpractice liability protection through the Federal Tort Claims Act (FTCA) to HRSA-supported health centers. Under the Act, health centers are considered Federal employees and are immune from lawsuits, with the Federal government acting as primary insurer.

National Health Service Corp (NHSC) Loan Repayment Program

Primary care medical and mental/behavioral health clinicians, nurses and Pharmacists can receive financial assistance to repay their health profession student loans in exchange for a two-year commitment to work at HOPES, which is an approved NHSC site located in a high-need, under-served area. The payment is free from Federal income tax.

Additional Benefits

- FT Employee's accrue three weeks of PTO in their first year of employment with incremental increases based on years of service.
- \$1000 Sign-On Bonus for non-exempt positions
- Twelve (12) Paid Holidays per year if a regularly scheduled work day for you --- in addition to accrued PTO
- 401(k) plan, employer matches up to 4% with 100% immediate vesting
- \$10 monthly Fitness Membership reimbursement opportunity
- Ameriflex Health Care Flexible Spending Account and Dependent Care Account
- Extended Medical Leave-Accrues 1 week per year. (Hours are reflective of normal weekly schedule for a full-time employee)
- 24/7 Access Employee Assistance Program
- Providers enjoy CEU/CME allotment and payment for licensure and professional membership
- Credit union membership through Greater Nevada Credit Union
- Additional perks and discounts

