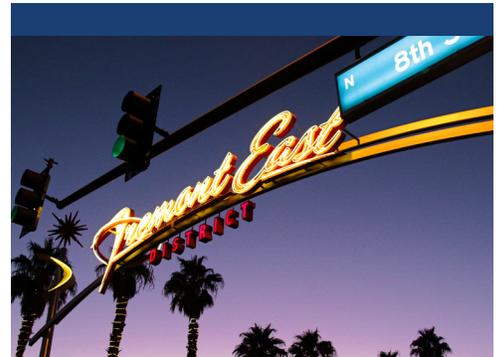
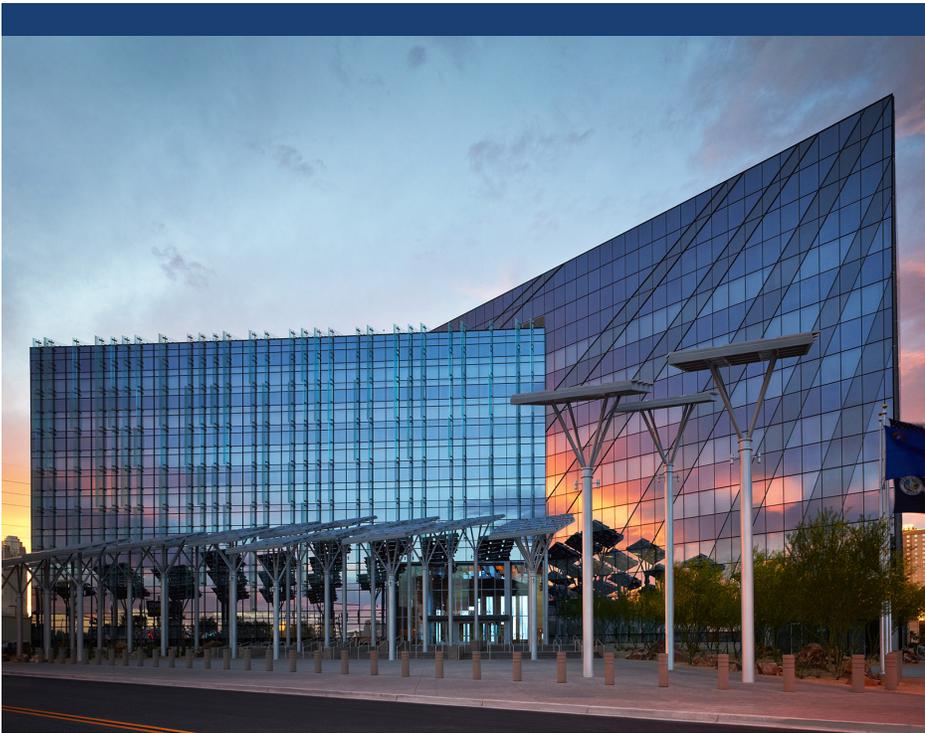


YOUR EMPLOYEE BENEFITS

Benefit plans effective January 1, 2019–December 31, 2019
For Appointive, Executive, Elected, LVCEA, and PPA Employees





BENEFITS BUILT FOR YOU

Each day, your work enriches the lives of our citizens and helps make Las Vegas the vibrant city that it is.

You protect us, improve our roads, keep our parks beautiful, encourage our youth, and provide our citizens with life-changing services. You are what makes Las Vegas a great, safe, inclusive, and world-class city.

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HOW TO ENROLL

Follow these steps to enroll in benefits.

STEP 1

CITY OF LAS VEGAS HEALTH BENEFITS PLAN ENROLLMENT

Enroll online on the City of Las Vegas Intranet: Employee Center > Oracle Self-Service > LV Employee Self-Servcie > Benefits > Active Program



STEP 2

FLEXIBLE SPENDING ACCOUNT ENROLLMENT

Enroll online on the City of Las Vegas Intranet: Employee Center > Oracle Self-Service > LV Employee Self-Servcie > Benefits > Active Program



STEP 3

VOLUNTARY LIFE AND AD&D ENROLLMENT/BENEFICIARY DESIGNATION

Enroll online at www.metlife.com/mybenefits and type in City of Las Vegas in the company name field then select Submit.

Initial eligibility is the only time to enroll in voluntary life insurance without the need to answer any medical questions, unless you have a qualifying life event.



Benefits are an integral part of the overall compensation package provided by the City of Las Vegas.

Within this Benefits Guide you will find important information on the benefits available to you for the 2019 plan year (January 1, 2019–December 31, 2019).

Please take a moment to review the benefits the City of Las Vegas offers to determine which plans are best for you.



WHO IS ELIGIBLE

If you are a full-time employee, you are eligible for benefits on the first of the month following your date of hire.

Eligible dependents include:

- ▶ Your legal spouse or domestic partner. If covering a domestic partner, you must provide the state's Declaration of Domestic Partnership.
- ▶ Your children to age 26, including stepchildren, foster children, legally-adopted children and children placed with you for adoption.
- ▶ Your dependent children of any age who are incapable of supporting themselves due to a physical or mental disability (documentation may be requested).

WHEN TO ENROLL

You can only sign up for benefits or change your benefits at the following times.

- ▶ Within 30 days of joining the City of Las Vegas as a new employee.
- ▶ During the annual benefits open enrollment period.
- ▶ Within 30 days of a qualifying life event.

The choices you make at this time will remain in place through December 31, 2019, unless you experience a qualifying life event, as described on page 5. If you do not sign up for benefits during your initial eligibility period, you will not be able to elect coverage until the next open enrollment period.



CHANGING YOUR BENEFITS

Due to IRS regulations, once you have made your elections for 2019, you cannot change your benefits until the next annual open enrollment period.

The only exception is if you experience a qualifying life event. Election changes must be consistent with your life event.

Qualifying life events include, but are not limited to:

- ▶ Marriage, divorce, or legal separation.
- ▶ Birth or adoption of an eligible child.
- ▶ Death of your spouse or covered child.
- ▶ Change in your spouse's work status that affects his or her benefits.
- ▶ Change in your child's eligibility for benefits.
- ▶ Qualified Medical Child Support Order.



To request a benefits change, notify the City of Las Vegas Benefits division within 30 days of the qualifying life event at 702-229-5927 or 702-229-1211. Change requests submitted after 30 days cannot be accepted. You may need to provide proof of the event, such as a marriage license or birth certificate.



MEDICAL INSURANCE

The City of Las Vegas offers five medical plan options.

- ▶ **HPN HMO** is the lowest cost option for both monthly premiums and treatment expenses. This plan offers in-network benefits only. You are required to select and coordinate all treatment with a primary care physician (PCP) who will oversee all of your medical care and refer you as needed. All services in an HMO (except emergency) must be provided or referred by your PCP. The HMO plan does not cover out-of-network services.
- ▶ **HPN Point of Service (POS)** offers an HMO and PPO under one plan and provides maximum flexibility for members with a higher premium. You can use the HMO tier from the POS plan just as you would in the HMO to achieve maximum cost savings. You may also use the PPO side of this plan which does not require you to obtain referrals for services. However, your copays and out-of-pocket costs will be higher. The POS plan also covers out-of-network services at 60% after an annual deductible.
- ▶ **Sierra Health & Life PPO Plus** offers a more traditional framework of in- and out-of-network benefits and does not require you to obtain referrals for services. However, your copays and out-of-pocket costs may be higher than the HMO and POS plans. This plan is the one option for participants/members residing outside of Clark County.

Summary of Covered Benefits	HPN HMO In Network Only	HPN Point of Service			Sierra Health & Life PPO Plus	
		Tier I HMO	Tier II PPO	Tier III Out of Network*	In Network	Out of Network*
Deductible Employee/Family	\$0	\$0	\$250/\$750	\$500/\$1,500	\$500/\$1,000	\$1,000/\$2,000
Out-of-Pocket Max Employee/Family	\$6,000/\$12,000	\$2,000/\$6,000	\$2,000/\$6,000	\$4,000/\$12,000	\$3,000/\$6,000	\$6,000/\$12,000
Preventive Care	Covered 100%	Covered 100%	Covered 100%	40% after ded.	Covered 100%	50% after ded.
Office Visits						
Primary Care	\$10 copay	\$10 copay	\$25 copay	40% after ded.	\$35 copay	50% after ded.
Specialist	\$10 copay	\$20 copay	\$45 copay	40% after ded.	\$55 copay	50% after ded.
NowClinic	\$0 copay	\$0 copay	N/A	N/A	\$0 copay	N/A
Hospital Admission	\$100 copay/ day up to \$300	\$300 copay	20% after ded.	40% after ded.	20% after ded.	50% after ded.
Physical Therapy (Up to 60 visits per year)	\$10 copay	\$10 copay	20% after ded.	40% after ded.	20% after ded.	50% after ded.
Outpatient Surgery	\$50 copay	\$50 copay	20% after ded.	40% after ded.	20% after ded.	50% after ded.
Routine Lab/X-Ray	\$10 copay	\$10 copay	\$10 copay	40% after ded.	\$35 copay	50% after ded.
Specialized Imaging (MRI, CT, PET)	\$10 copay	\$20 copay	20% after ded.	40% after ded.	20% after ded.	50% after ded.
Urgent Care	\$15 copay	\$20 copay	\$20 copay	\$20 copay	\$50 copay	50% after ded.
Emergency Room	\$150 copay		\$150 copay		\$150 copay	
Prescription Drugs (Optum Rx)						
Generic	\$10 copay		\$15 copay		\$15 copay	
Preferred Brand	\$35 copay		\$40 copay		\$40 copay	
Non-Preferred Brand	\$55 copay		\$60 copay		\$60 copay	
Mail Order (90 Days)	2x retail copay		2x retail copay		2x retail copay	

* Out-of-network, the plan pays based on eligible medical expenses (EME).

MEDICAL INSURANCE (CONTINUED)

The City of Las Vegas offers five medical plan options.

- ▶ **Value HMO** offers in-network benefits only. You are required to select and coordinate all treatment with a Primary Care Physician (PCP) who will oversee all of your medical care and refer you as needed. All services in an HMO (except emergency) must be provided or referred by your PCP. The HMO plan does not cover out-of-network services.
- ▶ **Value Point of Service (POS)** offers an HMO and PPO under one plan and provides maximum flexibility for members with a slightly higher premium. You can use the HMO tier from the POS plan just as you would in the HMO to achieve maximum cost savings. You may also use the PPO side of this plan which does not require you to obtain referrals for services. However, your copays and out-of-pocket costs will be higher. The POS plan also covers out-of-network services at 50% after an annual deductible.

While the Value plans have lower premiums than the HPN HMO and the HPN POS plans, they have higher copays and deductibles in most instances.

Summary of Covered Benefits	Value HMO In Network Only	Value Point of Service		
		Tier I HMO	Tier II PPO	Tier III Out of -Network*
Deductible Employee/Family	\$5,000/\$10,000	\$2,000/\$4,000		\$4,000/\$8,000
Out-of-Pocket Max Employee/Family	\$6,850/\$13,700	\$6,250/\$12,500		\$12,000/\$24,000
Preventive Care	Covered 100%	Covered 100%	Covered 100%	50% after ded.
Office Visits				
Primary Care	\$10 copay	\$25 copay	\$40 copay	50% after ded.
Specialist	\$20 copay	\$45 copay	\$60 copay	50% after ded.
NowClinic	\$0 copay	\$0 copay	N/A	N/A
Hospital Admission	\$2,000 copay after ded.	30% after ded.	30% after ded.	50% after ded.
Physical Therapy (Up to 60 visits per year)	\$10 copay	\$25 copay	20% after ded.	50% after ded.
Outpatient Surgery	\$1,000 copay after ded.	\$350 copay after ded.	30% after ded.	50% after ded.
Routine Lab/X-Ray	\$10/\$20 copay	\$15/\$25 copay	\$30/\$40 copay	50% after ded.
Specialized Imaging (MRI, CT, PET)	\$100 copay	\$100 copay after ded.	30% after ded.	50% after ded.
Urgent Care	\$35 copay	\$45 copay	\$45 copay	\$45 copay
Emergency Room	\$1,000 copay after ded.	\$350 copay + 30% after ded.		
Prescription Drugs (Optum Rx)				
Generic	\$25 copay		\$25 copay	
Preferred Brand	\$50 copay		\$50 copay	
Non-Preferred Brand	\$75 copay		\$75 copay	
Mail Order (90 Days)	2.5x retail copay		2.5x retail copay	

* Out-of-network, the plan pays based on eligible medical expenses (EME).



Did you know the City of Las Vegas pays the entire medical premium for all employees? You pay 50% of the dependent premium.



MEDICAL INSURANCE (CONTINUED)

PER PAY PERIOD MEDICAL PLAN COSTS

Listed below are the per pay period costs for medical insurance. The amount you pay for coverage is deducted from your paycheck on a pre-tax basis.

Coverage Level	HPN HMO	HPN Point of Service	Sierra Health & Life PPO Plus	Value HMO	Value Point of Service
Employee	\$0	\$0	\$0	\$0	\$0
Employee + Spouse	\$87.10	\$149.55	\$144.54	\$59.93	\$114.64
Employee + Child(ren)	\$78.39	\$134.60	\$130.09	\$53.94	\$103.18
Employee + Family	\$191.62	\$329.02	\$317.99	\$131.85	\$252.22

24-HOUR ADVICE NURSELINE—AVAILABLE ON ALL MEDICAL PLANS

Care when you need it! Getting the right care in the right setting will save you time and money. If you're unsure about your condition or where to go, call the 24-hour Telephone Advice Nurse (TAN) Service at 702-242-7330 or 800-288-2264. No matter what time, day or night, when you have a health concern, the 24-hour Telephone Advice Nurse Service is available to point you in the right direction. You must have your member ID number from your ID card to verify you are a member.

DON'T FORGET!

FREE ANNUAL PHYSICAL—FOR YOU AND YOUR COVERED DEPENDENTS

The City of Las Vegas provides eligible employees confidential, comprehensive screenings and prevention services through **WellTrac**. The City pays the entire cost of a comprehensive physical exam once a year for you and your covered spouse and dependents over age 18. This benefit is not available to employees who are represented by the IAFF or LVPOA unions. For more information, visit www.welltracnv.com or call 702-266-8180.



SICK? CLICK! GET CARE 24/7 WITH NOWCLINIC

When you're not feeling so great but it's not an emergency, it can be tough to find time to see a doctor. Health Plan of Nevada and Sierra Health & Life members have a convenient option that fits busy lifestyles.

You can use NowClinic to connect with Southwest Medical and NowClinic providers via secure webcam, chat, phone, or mobile app anytime. The wait is typically less than 10 minutes, and you can connect wherever it's convenient for you. You can even skip the short wait by asking the doctor to text you when he or she is ready.

NowClinic lets you talk just like you would in an exam room with providers who can diagnose, provide care recommendations, and prescribe medications for simple care needs such as flu, sinusitis, insomnia, and pink eye.

City of Las Vegas medical plan members pay a \$0 copay for NowClinic services, so it's both less expensive and easier than a typical trip to your family doctor.

ENROLL TODAY!

Enroll today so a provider will be just a click away when you need one.

Visit www.nowclinic.com, call 877-550-1515, or download the NowClinic mobile app.

- ▶ Enroll by providing a little personal information. Make sure to enter your name as it appears on your insurance ID card.
- ▶ Log in or call with your unique username/password and select a provider.
- ▶ Submit a request to connect and either stay in the online waiting room or enter your cell phone number to receive a text when the provider is ready to meet—usually in less than 10 minutes.
- ▶ Consult with the provider via secure video, audio chat, or phone. Please note that wi-fi connections are preferred.
- ▶ Receive a self-care plan, diagnosis, and/or prescription.
- ▶ When done, see the visit summary. In one to two days, the provider may contact you for follow up.

Note: NowClinic is not intended to address emergency or life-threatening medical conditions. Please call 911 or go to the emergency room under those circumstances.



Benefit Concierge service is available in the Benefits division!

Private computer access to the NowClinic is available by making an appointment through Outlook.



DENTAL INSURANCE

The City of Las Vegas offers two dental plan options through MetLife.

Locate a MetLife network provider at www.metlife.com (select the PDP Plus Network). Non-MetLife provider dentists may balance bill amounts above the reasonable and customary allowance.

Summary of Covered Benefits	Basic Plan	PDP Plus Plan
Deductible		
MetLife Provider	\$0	\$0
Non-MetLife Provider—Employee/Family	\$50/\$150	\$50/\$150
Plan Year Benefit Maximum	\$2,500	\$5,000
Preventive Services		
4 cleanings per year	Plan pays 100%	Plan pays 100%
Basic Services		
X-rays, fillings	Plan pays 80%	Plan pays 80%
Major Services		
Crowns, oral surgery	Plan pays 50%	Plan pays 50%
Orthodontia Services (Adult and child coverage)*	50%; \$1,000 lifetime maximum	50%; \$2,000 lifetime maximum

*If you are enrolled in the Basic Plan and move to the Plus Plan at a subsequent time you will be limited to \$1,000 orthodontia max for work in progress.

IMPORTANT! Please submit a request for a Pre-Estimate of Benefits to MetLife prior to starting any major dental treatment or orthodontia.



Regular dental visits tell your dentist a lot about your overall health, including whether or not you may be developing a disease like diabetes, heart disease, kidney disease, and some forms of cancer.

PER PAY PERIOD DENTAL PLAN COSTS

Listed below are the per pay period costs for dental insurance. The amount you pay for coverage is deducted from your paycheck on a pre-tax basis.

Coverage Level	Basic Plan	PDP Plus Plan
Employee	\$0	\$3.68
Employee + Spouse	\$11.24	\$19.26
Employee + Child(ren)	\$12.24	\$20.34
Employee + Family	\$25.75	\$38.75

VISION INSURANCE

The City of Las Vegas offers two vision plan options through VSP.

Locate a VSP network provider at www.vsp.com (select the VSP Choice network).

Summary of Covered Benefits	Basic (Choice)		Plus (Premier)	
	In Network	Out of Network	In Network	Out of Network
Benefit Frequencies				
Exam	Every 12 months	Every 12 months	Every 12 months	Every 12 months
Lenses	Every 12 months	Every 12 months	Every 12 months	Every 12 months
Frames	Every 24 months	Every 24 months	Every 12 months	Every 12 months
Copays	Exam: \$20 Materials: \$20		Exam and materials: \$20	
Exam	Covered 100% after copay	Plan pays up to \$45	Covered 100% after copay	Plan pays up to \$45
Frames	\$150 allowance	\$71 allowance	\$220 allowance	\$71 allowance
Lenses				
Single Vision	Covered 100%	Plan pays up to \$32	Covered 100%	Plan pays up to \$32
Bifocals	Covered 100%	Plan pays up to \$55	Covered 100%	Plan pays up to \$55
Contact Lenses	\$130 allowance	\$105 allowance	\$200 allowance	\$105 allowance
LASIK Surgery	Discounts available	Not covered	\$500 per eye	Not covered



Even if you have perfect vision, an annual eye exam is important. Just by examining your eyes, a doctor can find warning signs of high blood pressure, diabetes, and more than 200 other major diseases.

PER PAY PERIOD VISION PLAN COSTS

Listed below are the per pay period costs for vision insurance. The amount you pay for coverage is deducted from your paycheck on a pre-tax basis.

Coverage Level	Basic (Choice)	Plus (Premier)
Employee	\$0	\$2.66
Employee + Spouse	\$1.42	\$6.75
Employee + Child(ren)	\$1.62	\$7.32
Employee + Family	\$3.43	\$12.54



FLEXIBLE SPENDING ACCOUNTS

Save money on your out-of-pocket health care and dependent care expenses with a flexible spending account (FSA).

You decide how much to contribute to your FSA on a calendar year basis up to the maximum allowable amount. Your annual election will be divided by the number of pay periods and deducted evenly on a pre-tax basis from each paycheck throughout the year.

Visit www.hrsimplified.com to: view an interactive video on FSA plans, your account balance(s), calculate tax savings, view a complete list of eligible expenses, download claim forms, view transaction history and much more. To register for online access, use company code HRSCITYLV. **Questions? Call HR Simplified at 888-318-7472, option 2.**

THINGS TO CONSIDER BEFORE CONTRIBUTING TO AN FSA:

- ▶ **Use it or lose it!** Due to the favorable tax treatment of FSAs, the IRS requires you forfeit any money left in your account at the end of the calendar year. (You may file claims to HR Simplified through March 31st for the prior year.)
- ▶ You cannot take income tax deductions for expenses you pay with your FSA(s).
- ▶ You cannot change your FSA contribution(s) during the year unless you experience a qualifying life event.

HEALTH CARE FSA

A health care FSA allows you to set aside money from your paycheck on a pre-tax basis (before income taxes are withheld) to pay for eligible expenses, such as deductibles, copays and other health-related expenses, that are not reimbursed by the medical, dental, or vision plans. Over-the-counter (OTC) medications are not eligible for reimbursement without a prescription.



The health care FSA maximum contribution is \$2,600 for the 2019 calendar year.

DEPENDENT CARE FSA

The dependent care FSA allows you to set aside money from your paycheck on a pre-tax basis for day care expenses to allow you and your spouse to work or attend school full time. Eligible dependents are children under 13 years of age, or in addition, a child over 13, spouse, or elderly parent residing in your house who is physically or mentally unable to care for himself or herself. Examples of eligible expenses are day care facility fees, before- and after-school care, and in-home babysitting fees (income must be reported by your care provider). **Note: Dependent care FSAs do not cover health expenses for dependents.**



You may contribute up to \$5,000 to the dependent care FSA for the 2019 calendar year if you are married and file a joint return or if you file a single or head of household return. If you are married and file separate returns, you can each elect \$2,500 for the 2019 calendar year.



LIFE AND AD&D INSURANCE

The City of Las Vegas provides basic life and accidental death & dismemberment (AD&D) coverage at no cost to you.

The City of Las Vegas provides life and AD&D benefits in the following amounts:

- ▶ Active non-represented members: \$100,000
- ▶ Active represented members: \$20,000

Eligible employees are able to purchase additional voluntary life and AD&D coverage for themselves and their eligible covered dependents at group rates. Evidence of insurability may be required.

DISABILITY INSURANCE

The City of Las Vegas provides long-term disability insurance at no cost to you.

Long-term disability insurance provides a monthly benefit in the event you are on an approved disability for over 90 days and unable to work and earn your full pay. For Appointives, LVCEA & PPA employees the coverage pays you up to 60% of your regular monthly earnings up to a monthly maximum benefit amount of \$11,000. For Executives and Electives, the coverage pays you up to 70% of your regular monthly earnings up to a monthly maximum benefit amount of \$15,000. The plan is designed to pay you a benefit until you no longer meet the definition of disability or until social security normal retirement age, whichever comes first.

The City provides regular Appointive and Executive employees **short-term disability** benefits for up to 90 days of an approved medical disability. This benefit pays up to 100% of your weekly earnings up to a maximum of 90 days of an approved medical disability.

RETIREMENT

As your employer, the City of Las Vegas cares about your overall well-being and your financial health.

As an employee of the City of Las Vegas, you participate in Nevada PERS which provides you with a monthly income when you retire. In addition, you can enroll in one of the City-sponsored 457(b) Deferred Compensation Plans, which can supplement your income when you retire. You contribute to the 457(b) Deferred Compensation Plans using pre-tax or after-tax dollars—a simple and easy way to save for your future!



The employee assistance program (EAP) is available to you and your household members at no cost to you. This confidential service includes telephonic counseling and up to three face-to-face visits per issue with a licensed professional counselor.



EMPLOYEE ASSISTANCE PROGRAM

As your employer we care about your total well-being. This is why we provide The Life Connection employee assistance program (EAP) at no cost to all employees and their household members through Behavioral Healthcare Options.

This free, strictly confidential service includes telephonic counseling and up to three face-to-face visits per issue with a licensed professional counselor for the following situations:

- ▶ Anxiety and depression
- ▶ Emotional/personal conflicts
- ▶ Grief and loss
- ▶ Managing stress and change
- ▶ Marital conflicts
- ▶ Parenting
- ▶ Questions about alcohol and drug use
- ▶ Work performance issues
- ▶ Anger Management

Additional online information and resources are also included with this benefit:

- ▶ **Live Connect:** Connects you to the expertise of our consultants via instant messaging regarding childcare, elder care and other work-life requests.
- ▶ **Self Search:** Search for child or elder care providers, adoption resources, public and private educational institutions from elementary through college, and pet adoption organizations under locate resources.
- ▶ **Relocation Center:** See a statistical neighborhood “snap-shot” before moving.
- ▶ **Perks at Work:** Free membership for savings of up to 25% on hundreds of name brands.
- ▶ **Financial and Daily Living Calculators**
- ▶ **Health Tools:** Health resources including audio and video clips, articles, and interactive assessments.
- ▶ **Skill Builders:** 100+ training modules for topics such as managing your time more wisely, getting help with a legal issue, or learning new stress management skills. 350 interactive self-assessments, personal plans, audio advice, and articles.



To arrange for a confidential visit with a professional counselor, to request a telephonic consultation, or to receive assistance with online resources, call 800-280-3782. Crisis services through EAP are available to you 24 hours a day, 7 days a week.

To access the online resources, visit www.bhoptions.com and click “Online Work-Life Resources.” Enter your company code (COLV).

ADDITIONAL BENEFITS

WELLNESS RESOURCES

- ▶ **Fitness Centers**—Fully equipped workout centers located in City Hall and the DSC. Call 702-229-1812 for more information.
- ▶ **Wellness Coaches**—On-site wellness coaches who work with you one on one on just about anything you want. Consider them a personal health and fitness coach. You may also request that WellTrac send your biometric results to the wellness coaches for further personalized assistance. Call 702-229-1812 for more information.
- ▶ **HPN Mobile Medical Clinic**—Periodic visits to our key locations for your convenience.

PERSONAL GROWTH AND DEVELOPMENT

A key element to personal success is continuous education and participation in activities outside the workplace.

- ▶ **College of Southern Nevada**—Go to www.csn.edu/workforce for information about this free training program.
- ▶ **Skill-Soft Training**—The convenience of on-line education available at your desk. Click “Important Links” on the City of Las Vegas intranet.
- ▶ **Tuition Reimbursement**—Pursue professional growth with up to \$5,250 per year in financial help from the City.
- ▶ **Art Exhibits**—Take time to smell the roses and view the art and exhibits in City Hall.
- ▶ **Employee Events**—Participate in employee picnics, gatherings, volunteer activities, and other outings. A great way to meet people, get to know your coworkers, and network.
- ▶ **Corporate Challenge**—A healthy way for you to stay active in the community and a great way to socialize with other employees.
- ▶ **United Blood Services**—Onsite blood donations are a virtually pain-free way to give back to the community.

FINANCIAL RESOURCES

The following programs provide employee savings and retirement assistance.

- ▶ **Nevada PERS**—The foundation of your overall retirement plan.
- ▶ **Fringe Benefits Insurance (Aflac)**—Optional employee paid benefits for short-term disability, accident, cancer care, hospital confinement, and critical illness coverages.
- ▶ **Club Ride**—Free bus passes. Call 702-229-6501 or email aobodai@lasvegasnevada.gov for more information.
- ▶ **Clark County Credit Union**—A comprehensive suite of credit union services and more, check them out. Call 702-228-2228 for more information.
- ▶ **457(b) Deferred Compensation Plans**—An important piece of your retirement puzzle, pre-tax and post-tax benefits.
- ▶ **Transamerica Long-Term Care Policies**—A long-term care policy is the service, both medical and non-medical, for people with a prolonged physical illness, chronic disease, or disability. Care can be administered in-home, or in a nursing home, or an assisted living facility.



2019 CONTACT INFORMATION

City of Las Vegas Benefits Division

Phone: 702-229-5927, 702-229-2362, or 702-229-1211

Website: www.lasvegasnevada.gov

Health Benefits		
Health Plan of Nevada—Medical—HMO/POS	702-242-3061	www.healthplanofnevada.com
Sierra Health and Life—Medical—PPO	702-242-3061	www.sierrahealthandlife.com
OptumRx—Mail-Order Rx	877-889-5802	www.optumrx.com
NowClinic	877-550-1515	www.nowclinic.com
24-Hour Advice Nurse Line—HPN and SHL	800-288-2264	N/A
City-Paid Health Screenings—WellTrac	702-266-8180	www.welltracnv.com
HPN at Your Service	N/A	www.myaysonline.com
HPN Health Education and Wellness	800-720-7253	www.myhpnonline.com/member/health-and-wellness
MetLife—Dental	800-942-0854	www.metlife.com
VSP—Vision	800-877-7195	www.vsp.com
HR Simplified—Flexible Spending Accounts	888-318-7472	www.hrsimplified.com
Wellness Coaches	702-229-1812	rsaretsky@lasvegasnevada.gov
Financial Protection		
MetLife—Life Insurance and Long-Term Disability Insurance	800-438-6388	www.metlife.com
ICMA—RC	866-792-3187	www.icmarc.org
MassMutual	800-255-2464	http://massmutual.com/serve
Public Employees' Retirement System (PERS)	702-486-3900	www.nvpers.org
More Information		
The Life Connection—Employee Assistance Program	800-280-3782	www.bhoptions.com
Fringe Benefits Insurance (Aflac)—Voluntary Insurance Products	702-877-6388	www.fringebenefitsnv.com
Clark County Credit Union	702-228-2228	www.ccculv.org
Club Ride—Mass Transit Program	702-229-6501	aobodai@lasvegasnevada.gov
Tuition Reimbursement	702-229-2362	shenley@lasvegasnevada.gov
Transamerica Long-Term Care Policies	800-797-2643	www.transamerica.com

The descriptions of the benefits are not guarantees of current or future employment or benefits. If there is any conflict between this Guide and the official plan documents, the official documents will govern. Images courtesy of the City of Las Vegas and © 2018 Getty Images. All rights reserved.