



2022 BENEFITS OVERVIEW

Benefits Offered	Brief Description
Annual Leave & Sick Leave	Accrues each pay period from the start of employment. Unused balances roll over from year to year.
Pay Schedule	Bi-weekly on Friday
Medical	Eligible on the first day of the month following 30 days of employment. Includes four plan choices, to include Two High Deductible Health Plans (HDHP) and Two PPO plans (Nationwide and Limited Network)
Health Savings Account	Port NOLA contributes up to \$700 per year for Employees who are enrolled in a HDHP at the Employee Only Coverage Level. Port NOLA contributes up to \$1100 per year, if the employee is also covering at least one dependent.
Flexible Spending Accounts	<ul style="list-style-type: none"> • Health Care Spending Account - available to employees who are enrolled in a PPO plan. • Dependent Care Spending Account - available to employees who are enrolled in a HDHP or PPO plan.
Dental	Paid by Port NOLA at the Employee Only Coverage Level
Vision	Paid by Port NOLA at the Employee Only Coverage Level
Basic Life	Paid by Port NOLA in the amount of one time the annual salary to a maximum salary of \$200K per year.
Basic Accidental Death & Dismemberment (AD&D)	Paid by Port NOLA. The coverage amount is \$15,000.
Long Term Disability	Paid by Port NOLA. The monthly maximum benefit is \$5,000.
Voluntary Plans	<ul style="list-style-type: none"> • Critical Illness (Employee and Spouse) • Hospital Indemnity (Employee, Spouse, Child) • Off-The-Job Accident (Employee, Spouse, Child) • Voluntary Life and AD&D (Employee, Spouse, and Child) • Pet Insurance • Identity Guard
Retirement Plans	<ul style="list-style-type: none"> • Employees of Port NOLA contribute to the Louisiana State Employees Retirement System (LASERS). Employees who meet the eligibility requirements for retirement from State service will receive a defined monthly pension for the duration of their life. To learn more see www.lasersonline.org. • Employees of Port NOLA have the option to participate in the Louisiana Public Employees Deferred Compensation Plan (Deferred Comp). Port NOLA will match the contribution dollar for dollar up to 3% of the employee's salary, with a maximum contribution of \$2,400 annually.
Employee Parking	Port NOLA provides free parking. Employees will be provided with badge access.
Employee Assistance Program	Health Advocate provides 24/7 confidential, telephonic support for a range of personal, family, and work/life balance matters.
Wellness Center	Free access to the fitness center, located in Port NOLA's Administration Building, is available to all employees.