

## OUR CORE VALUES REFLECT WHO WE ARE

At the Associated Students, we prioritize the well-being of our employees. We are dedicated to providing a comprehensive range of benefits that empower employees to select suitable coverage levels, manage their wellness, and address their retirement needs effectively.

Our mission is to enrich campus life at Chico State by complementing educational gains through student governance, facilities, programs, and integral services. We recognize it takes talented, knowledgeable, and motivated employees to make it happen. We value what each staff member brings to our organization and aim to support their needs through our robust benefits package. We are proud of our employees and recognize their value to ensure Associated Students success and that of Chico State.



*Benefits are subject to change at the discretion of the Associated Students.*

*This list is for quick reference only and is not intended to be a guarantee of benefit or to replace the plan documents.*

*For more information on any of these benefits, please contact the Associated Students Human Resources Office by phone at (530) 898-4385 or by email at [ashumanresources@csuchico.edu](mailto:ashumanresources@csuchico.edu).*



## ADDITIONAL BENEFITS

### Educational Assistance

Employees may be eligible for tuition reimbursement up to \$1000 per fiscal year. Eligible after six (6) months of employment; requires supervisor approval.

### Professional Development

A wide variety of professional development and training opportunities are available both in-person and online.

### Fitness and Wellness

Employees have use of the Wildcat Recreation Center (WREC) and The Well at The Bell Memorial Union at no cost; Eligible date of hire.

### Employee Discounts

With a Staff ID, employee's enjoy free coffee and/or soda daily, 10% off at AS operated Dining Services, discounted outdoor equipment rentals and Bike Hub services. Lockers at the WREC, personal training and guest passes are 20% off. Eligible date of hire.

### Shoe Allowance

Annual allowance of up to \$150 for shoes to be worn at work (Applicable for select positions). Eligible date of hire.

### WellCat Health Center Pharmacy

Discounted over-the-counter medications are available (must have Wildcat ID card). Eligible date of hire.

### Chico (B-Line) Transit Service

No charge to ride B-Line transit (must have Wildcat ID card). Eligible date of hire.

### Meriam Library

Employees have use of Chico State library (must have Wildcat ID card). Eligible date of hire.

### Public Service Loan Forgiveness (PSLF)

As a not-for-profit 501(c)(3), Associated Students employees are eligible to apply for PSLF offered by the U.S. Department of Education.

# BENEFITS AT-A-GLANCE



The Associated Students (AS) is a student-led nonprofit auxiliary of CSU, Chico that enriches the quality of campus life through programs and services created for students, by students. Our campus is located next to charming downtown Chico with diverse dining options, shopping, and farmers markets. Home to Bidwell Park's 3,670 acres of hiking, biking, and walking trails, Chico offers endless outdoor recreation opportunities.

Named one of our nation's greenest schools by The Princeton Review, most Wildcats live, learn, and work within walking or biking distance from campus. Employees can take a walk to enjoy our unique and beautiful campus with gorgeous natural surroundings, including Little Chico Creek, which runs through the university. We are humbled that our campus resides upon sacred lands that, since time immemorial, have sustained the Mechoopda people and continue to do so today.



(530) 898-4385  
[as.csuchico.edu/hr](mailto:as.csuchico.edu/hr)  
[ashumanresources@csuchico.edu](mailto:ashumanresources@csuchico.edu)



# TAKING CARE OF OUR EMPLOYEES

The Associated Students provides benefits that are comparable to the Chico State benefits, including high quality health, dental and vision care coverage, CalPERS retirement benefits, generous leave allowance and educational assistance for employees - our goal is to provide quality options for our employees' varying needs.

*\*All benefits outlined are reflective of a full-time, 12-month position. For more information regarding benefits for employees with work schedules of 9, 10, or 11 months, please contact the Associated Students Human Resources office.*

## HEALTH CARE

Eligible employees may elect to participate in the following:

### Medical - Anthem Blue Cross - Employer pays 85%

Coverage available for employee and eligible dependents. Choice of PPOs or EPO. Eligible first of the month following date of hire.

**Cash-in-lieu** - Employees who have other group health coverage (such as through a spouse, parent or even MediCal) are eligible for cash-in-lieu of health insurance. \$300 per month (subject to applicable taxes). Proof of other coverage is required.

### Dental - Sun Life Financial - Employer pays all but \$5/mo

Coverage available for staff and eligible dependents. Eligible first of the month following date of hire.

### Vision - VSP - Employer pays all but \$3/mo

Coverage available for staff and eligible dependents. Eligible first of the month following date of hire.

Employees are automatically enrolled at no cost in the following employer-sponsored plans:

- Life Insurance & Accidental Death and Dismemberment (AD&D)
- Employee Assistance Program (EAP)
- Long-Term Disability Insurance (LTD)

## RETIREMENT

### CalPERS

New Members - Mandatory employee contribution with a generous employer contribution. Benefit paid 2% at 62, fully vested after 5 years. Includes a Pre-Retirement Lump-Sum Death Benefit paid to a beneficiary. Eligible Date of Hire.

### CalPERS 457

Voluntary Retirement Savings Plan - Employee contribution of a pre-tax percentage or flat amount per pay period. No employer contribution. Eligible Date of Hire.

## TIME AWAY

The Associated Students offers a range of time-off opportunities that employees are encouraged to utilize to maintain a healthy balance between work and personal life. The following outlines some of the time-off options available through AS.

*All forms of time-off are subject to supervisor approval as outlined in the respective policies.*

### Vacation

Need a getaway? Employees earn (accrue) up to 10 days (80 hours) per year to start.

Vacation Accrual Table

Length of Service	Vacation Hours Accrued Per Month*	Vacation Hours Accrued Per Year†
0-36 Mos. (0-3 yrs)	6.66 hrs	10 days
37-72 Mos. (3+-6 yrs)	10 hrs	15 days
73-120 Mos. (6+-10 yrs)	12 hrs	18 days
121-180 Mos. (10+-15 yrs)	13.32 hrs	20 days
181-240 Mos. (15+-20 yrs)	14.66 hrs	22 days
241-300 Mos. (20+-25 yrs)	16 hrs*	24 days*
301 Mos. and over (over 25 yrs)	17.32 hrs	26 days

*\* Based on full-time equivalent status*

*\*Director-level positions*

*Accrual begins on date of hire. Used pursuant to policy*

### Sick Leave

Employee health and well-being are important. Employees accrue one day (8 hours) per month. Accrual begins on date of hire. Used pursuant to policy.



### Time Off for School Activities

Employees are provided up to 40 hours of paid time off to participate in a child's school or childcare-related activities. Eligible Date of Hire.

### Holidays and Personal Holiday

Associated Students observes 14 paid holidays per year following the Chico State Academic Calendar. Employees scheduled to work on an observed holiday will be paid for the hours worked plus the holiday hours. On January 1st of each year, Associated Students also provides 8 personal holiday hours. Eligible date of hire.

### Time Off for Elective Activities

"Elective Activities" include on and off-campus employee-elected, non-paid, service groups such as affinity groups, charities, non-profits, etc. Full-time employees are provided up to 16 hours and part-time employees are provided up to 8 hours per calendar year of paid time for elective activities. Eligible date of hire.

### Additional Leaves

The Associated Students provides additional leaves to help our employees when life's challenges arise. A variety of leave options are available, such as Jury Duty, Bereavement, Pregnancy Disability, and Family Leave (FMLA), among others. Eligibility and duration are dependent on leave type.

## OPTIONAL EMPLOYEE BENEFITS

- Flexible Spending Account (FSA) - Medical expenses
- Flexible Spending Account (FSA) - Dependent Care Assistance Plan (DCAP)
- Long Term Care (LTC)
- Voluntary Employee Life and AD&D (Accidental Death and Dismemberment)
- Legal and Identity Theft Protection Services
- Supplemental insurance offering cancer, accident, hospitalization and critical care plans
- Pet Insurance

