

### Full-Time, 12-Month Employee Benefit Summary

Benefit	When Eligible	Notes:
<b>Health Insurance</b> <i>Blue Shield of California</i>	1 <sup>st</sup> of month following date of hire	Coverage available for staff and eligible dependents. Choice of two PPOs and one HMO*. Retiree benefits available for employees who retire at age 60 with 10 years of service. *See rates on page 2
<b>Dental Insurance</b> <i>Sun Life Financial</i>	1 <sup>st</sup> of month following DOH	Coverage available for staff and eligible dependents. Retiree benefits available for employees who retire at age 60 with 10 years of service.
<b>Vision Insurance</b> <i>Medical Eye Services</i>	1 <sup>st</sup> of month following DOH	Coverage available for staff and eligible dependents.
<b>Dependent Care Assistance Plan (DCAP)</b>	1 <sup>st</sup> of month following DOH	Optional benefit designed to use pre-tax dollars to cover daycare expenses. Maximum contribution is \$5,000 per plan year.
<b>Health Flexible Spending Account (Health FSA)</b>	1 <sup>st</sup> of month following DOH	Optional benefit designed to use pre-tax dollars to cover out-of-pocket medical expenses. Maximum contribution is \$2,650 per plan year.
<b>CalPERS</b>	Date of hire	New Members: 6.25% employee contribution, 6.842% employer contribution (subject to change). Benefit paid 2% at 62, fully vested after 5 years.
<b>401(k) &amp; 457 Plan</b>	Date of hire	Optional employee contribution of salary percentage or flat amount per pay period.
<b>Life Insurance &amp; AD&amp;D</b>	1 <sup>st</sup> of the month following DOH	\$50,000 basic life insurance and AD&D is employer-paid. Buy up for self, spouse or your dependents is optional and employee-paid.
<b>Long-Term Disability Insurance</b>	1 <sup>st</sup> of the month following DOH	Employer-paid through Lincoln Life. Pays 66-2/3% of pay up to \$5000 per month after a 90-day elimination period.
<b>Legal Shield</b>	Date of hire	Optional service for legal advice, ID theft protection and other services.
<b>Employee Assistance Program</b>	1 <sup>st</sup> of the month following DOH	Provides up to 3 consultations with a licensed clinician per incident, per individual, per 6 month period.
<b>Identity Fraud Expense Reimbursement Coverage</b>	1 <sup>st</sup> of the month following DOH	Employer-paid through CSURMA AORMA. Provides reimbursement for select expenses up to \$10,000 for victims of identity fraud.
<b>Supplemental Insurance</b>	1 <sup>st</sup> of the month following DOH	Optional, employee-paid policies through AFLAC such as cancer, hospitalization, accident and critical care.
<b>Educational Assistance</b>	After supervisor's approval	For tuition reimbursed up to \$1000 per fiscal year to be used per policy 610.
<b>Vacation</b>	Accrual begins on date of hire. Used pursuant to policy.	10 days (80 hours) per year to start. Up to 26 days per year after 25 Years of employment; prorated for part-time and part-year employees. Director level positions start at 24 days per year.
<b>Sick Leave</b>	Accrual begins on date of hire. Used pursuant to policy.	1 day (8 hours) per month; prorated for part-time or part-year employees.
<b>Holidays</b>	Date of hire	13 paid holidays per year, depending on schedule, plus one personal holiday.
<b>Summer Hours</b>	Date of hire	Summer hours to match campus hours. Subject to employee vote and may vary by department.
<b>Employee Discount</b>	Date of hire	Discount of 10% at AS dining services: Marketplace Café, Butte Station, Holt Station, Common Grounds, Creekside Coffee, Urban Roots and Sutter Dining. Discount of 20% for WREC lockers, personal training and guest passes.
<b>Chico Transit</b>	Date of hire	No charge to ride Chico transit ~ must have ID card.
<b>Library</b>	Date of hire	Use of CSUC library. Please check in at the Main registration desk
<b>Members First Credit Union</b>	Date of hire	You are eligible for membership as an AS employee.
<b>Fitness</b>	Date of hire	Full-time, benefited employees have use of the Wildcat Recreation Center (WREC) at no cost.

Please refer to the actual policy or plan document for the details of each of these benefits.  
 Benefits may change or be cancelled at any time 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 AS HR Office at 898-4385.

### Plan Rates as of 1/1/19

2019 Premiums - 12 month employee									
	PPO Low			PPO High			HMO		
	Total Monthly Premium	AS Pays Monthly	Employee Pays Monthly	Total Monthly Premium	AS Pays Monthly	Employee Pays Monthly	Total Monthly Premium	AS Pays Monthly	Employee Pays Monthly
Employee Only	\$ 601.48	\$ 511.22	\$ 90.26	\$ 903.39	\$ 697.58	\$ 205.81	\$ 739.27	\$ 570.83	\$ 168.44
Employee + 1	\$ 1,263.10	\$ 1,073.55	\$ 189.55	\$ 1,897.11	\$ 1,464.90	\$ 432.21	\$ 1,552.46	\$ 1,198.75	\$ 353.71
Employee + 2 or more	\$ 1,804.40	\$ 1,533.63	\$ 270.77	\$ 2,710.13	\$ 2,092.69	\$ 617.44	\$ 2,217.84	\$ 1,712.52	\$ 505.32
	Dental/Vision								
	AS Pays Monthly	Employee Pays Monthly							
Employee Only	\$ 32.63	\$5.00/\$3.00							
Employee + 1	\$ 75.40	\$5.00/\$3.00							
Employee + 2 or more	\$ 125.81	\$5.00/\$3.00							