2014 Benefits Summary
Saint Mary's College of California

Eligibility

New employees are eligible for benefits on the first day of month following 30-days employment.

Full benefits eligibility
Staff employees who work a minimum of 1,560 hours per year (80% of full time non-exempt and 75% for exempt) and faculty teaching 6 or more courses per academic year. Examples:
- 8 hours/day 4 days/week 12 months/year = 1,664 hours per year or .80
- 7.5 hours/day 5 days/week/10 months/year = 1,625 hours per year or .83
- 8 hours/day 5 days/week 10 months/year 1,733 or .83

Pro-rated benefits eligibility
Staff employees who work between 1,040 and 1,559 hours per year and adjunct faculty teaching 5 courses per academic year. Examples:
- 8 hours/day 4 days/week 11 months/year = 1,525 hours per year or .73
- 7.5 hours/day 4 days/week/10 months/year = 1,300 hours per year or .63
- 4 hours/day 5 days/week 12 months/year 1,040 or .50
- 5 courses per year = .714

College Contribution for Medical, Dental and Vision plans

For full-time benefits eligible employees in 2014, the premium co-pays vary depending on plan choices and whether coverage is for employee only, employee plus child(ren), employee plus spouse or family (employee, spouse and child(ren)). Employees can select different levels for different types of coverage, e.g. if spouse or domestic partner registered with the state of California has his/her own medical plan, the employee can elect single employee for medical and employee plus spouse for dental and vision. Premium costs are described on the 2014 Health Program Cost Sheet.

Those eligible for prorated benefits the College's share is proportional to the percentage of full-time. For example someone employed 20 hours per week for 12 months a year will receive 50% of the College's Share for a full-time employee.

Saint Mary's College's 2014 Health Plan Choices

Medical plans
- One level of Kaiser Permanente medical plans - HMO
- Two levels of United Healthcare medical plans - HMO and High Deductible w/HSA option

Dental Plans
- Delta Dental Premier
- Delta Care HMO

Vision Plans
- Vision Service Plan (VSP)
Other Saint Mary's College Benefits (see eligibility descriptions, above)

Faculty are not eligible for vacation.

**Vacation:** Based on the following tables:

Non-Exempt (clerical, administrative, maintenance, service) and based on 7.5 hours per day

<table>
<thead>
<tr>
<th>Years of Service with College</th>
<th>Days/Hours Earned per Year</th>
<th>Hours earned per pay period</th>
</tr>
</thead>
<tbody>
<tr>
<td>Through 3rd year</td>
<td>10 days (75.00 hours)</td>
<td>3.13</td>
</tr>
<tr>
<td>4th - 7th year</td>
<td>15 days (112.5 hours)</td>
<td>4.50</td>
</tr>
<tr>
<td>8th - 15th year</td>
<td>20 days (150 hours)</td>
<td>6.25</td>
</tr>
<tr>
<td>16th year and up</td>
<td>25 days (187.5 hours)</td>
<td>7.81</td>
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</tbody>
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Exempt (professional, managerial, administrator) and based on 8 hours per day

<table>
<thead>
<tr>
<th>Years of Service with College</th>
<th>Days/Hours Earned per Year</th>
<th>Hours earned per pay period</th>
</tr>
</thead>
<tbody>
<tr>
<td>Through 3rd year</td>
<td>15 days (120 hours)</td>
<td>5.00</td>
</tr>
<tr>
<td>4th - 7th year</td>
<td>20 days (160 hours)</td>
<td>6.67</td>
</tr>
<tr>
<td>8th year and up</td>
<td>25 days (200 hours)</td>
<td>8.33</td>
</tr>
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**Holidays:** Saint Mary's staff employees enjoy approximately fifteen (15) paid holidays per fiscal year (July 1 - June 30), typically including one week during the December holiday period. Part-time benefits-eligible employees receive pro-rated holidays.

**Sick Leave:** Benefits-eligible employees earn one day of sick leave for each month worked up to a maximum of sixty (60) days. Part-time benefits-eligible employees earn pro-rated sick leave based on percentage of time worked.

Faculty accumulate four (4) weeks of sick leave for each year of full-time employment up to a maximum of 12 weeks.

**Retirement Annuity:** Saint Mary's currently contributes 8.25% of your pay after one year of full-time service. Employees may also contribute with tax-deferred dollars. College contribution begins immediately if the employee has/had TIAA-CREF or one year of prior service with an institution of higher education.

**Emeriti Retirement Health Solutions:** This program is designed to assist employees pay for medical expenses during retirement and provide retirees with affordable nation-wide health insurance coverage at age 65. Saint Mary’s will begin a flat dollar contribution to a VEBA account at age 40 and above for a maximum of 25 years. These funds are to be used for reimbursement of medical expenses at retirement.

**Tuition Waiver:** After one year of service with the College, employees and their qualified dependents are eligible for tuition waiver at Saint Mary’s College as described in Staff Employee or Faculty Handbook. Eligibility for full or pro-rated tuition waiver is the same as for other benefits (see page one of this document.)
**Tuition Exchange Program:** Is available to children of full time employees who have completed seven years of employment. This program provides a national scholarship exchange of over 600 participating institutions. Scholarships are awarded annually.

**Life insurance and AD&D:** One times employee salary to maximum of $150,000 accidental death and dismemberment benefits for loss of limbs, sight, or life for full-time employee’s only. The cost is entirely paid by Saint Mary’s College.

**Long Term Disability:** After 90-day waiting period, benefit will pay 60% of salary for total disability, to maximum of $10,000 per month, for full-time employees only. The cost is entirely paid by Saint Mary’s College.

**Short Term Disability:** Provided through State of California. Employee paid based on quarterly earnings to maximum of $987 per week for 52 weeks of qualified disability.

**EAP:** Employee assistance program provides up to 8 confidential counseling sessions per incident per family member, for family or marital problems, drug or alcohol help, financial difficulties and other personal issues, at no cost to employee for full-time employees only.

**Travel Assistance:** Travel assistance for emergencies while traveling outside the U.S.

**Workers Compensation:** Pays maximum of $987 per week for qualified injured worker plus medical costs related to work-incurred injuries or illnesses.

**Other Voluntary Benefits Plans paid for by employee**

- Ability to purchase additional life insurance
- Voluntary inflation-linked whole life insurance
- Voluntary critical Illness plan
- Pre-paid Legal

**Reimbursement Accounts:** The College offers two reimbursement accounts: Health Care Reimbursement Account and Dependent Care Reimbursement Account. The annual maximum allowed for the Health Care account is $2,500 and $5,000 for the Dependent Care account. In addition to these accounts, a Commuter Benefit has been added. Flex-Plan will administer all Health Care/Dependent Care Reimbursements as well as the Commuter Benefits effective 1/1/14.

**Free or Discounted Membership:** Employees can join a credit union, or a fitness club with discounted membership fees through their health insurance. Yoga classes are held on campus weekly and the gym/pool/tennis courts are available for employee use. Liberty Mutual offers discounts on home and auto insurance.

**Campus Meals and Discounts in Book Store:** “Flex dollars” can be used on campus at Oliver Hall, Faculty/Staff dining hall, and Café Louis. Also at off campus partners, Terzetto’s, Pennini’s, Loard’s Ice cream, Mountain Mike’s Pizza and Chipotle Mexican Grill (Walnut Creek). Flex dollars can be added to your card by contacting (800) 345-6126. Employees receive a 10% discount on items purchased in the campus bookstore.

**Library and Art Museum Privileges:** Employees have full access to Saint Mary’s Library and research staff. Library is stocked with current books and movies, as well as access to library resources throughout California. The Hearst Art Gallery is located on campus and hosts interesting exhibits each year.

**Cultural and Athletic Events:** The Campus hosts exciting and thought-provoking events every week. Employees can receive discounted tickets to games and athletic events. Employees can attend plays, speakers, readings, and forums. There are also special in-service days on the College’s Catholic,
Lasallian, Liberal Arts traditions, staff development events, special masses and even a staff appreciation day!

**Cell Phone Fees Discounted:** Employees are eligible for a discount on monthly cell phone fees when using Sprint services and T-Mobile services and phones.

**Athletic Summer Camps:** A $25 discount is offered to children of employees who wish to participate in any of the sport camps operated by the College during the summer months.