

Pitzer College - 2009 Benefits at a Glance

Pitzer is pleased to offer this very fine array of exceptional benefits. Please call Human Resources at 621-8254 for questions.

Effective Dates: unless otherwise stated, benefits are effective the 1st of the month following the date of hire, or on the date of hire if it is the 1st day of the month.

Benefit	Eligibility Requirements	What You Get (Features)	Employee Monthly Cost
Medical Insurance	Regular, full-time employees and part-time employees working 20 hours or more per week.	<p>Medical insurance for employees, spouse, domestic partner, and dependents.</p> <p>PITZER PAYS THIS PORTION FOR YOU EACH MONTH:</p> <p><u>Anthem Blue Cross (HMO)</u> Employee Only \$ 290.83 Employee +1 \$ 542.89 Family \$ 677.99</p> <p><u>Kaiser (HMO)</u> Employee Only \$ 294.26 Employee +1 \$ 549.27 Family \$ 686.58</p> <p><u>Anthem Blue Cross (PPO)</u> Employee Only \$ 328.44 Employee +1 \$ 613.67 Family \$ 769.16</p> <p><u>Lumenos High Deductible Health Plan (HDHP)</u> Employee Only \$ 328.43 Employee +1 \$ 613.67 Family \$ 769.16</p>	<p>Choice of four plans. Monthly rates based on plan choice. College subsidized (see left).</p> <p><u>Anthem Blue Cross (HMO)</u> Employee Only \$ 32.32 Employee + 1 \$135.72 Family \$290.56</p> <p><u>Kaiser (HMO)</u> Employee Only \$ 32.68 Employee + 1 \$137.30 Family \$294.24</p> <p><u>Anthem Blue Cross (PPO)</u> Employee Only \$289.44 Employee + 1 \$754.78 Family \$1,030.34</p> <p><u>Lumenos (HDHP)</u> Employee Only \$ 36.48 Employee + 1 \$153.42 Family \$329.62</p>
Dental Insurance (Delta Dental)	Regular, full-time employees and part-time employees working 20 hours or more per week.	<p>Dental insurance for employees and qualified spouses, domestic partners, and dependents.</p> <p>College subsidized.</p>	<p><u>DeltaCare USA (HMO)</u> Employee Only \$ 6.68 Employee + 1 \$ 20.04 Family \$ 32.24</p> <p><u>Delta Dental (PPO)</u> Employee Only \$ 43.94 Employee + 1 \$100.60 Family \$150.64</p>
Vision Plan (VSP)	Regular, full-time employees and part-time employees working 20 hours or more per week.	<p>Pitzer covers the employee-only Core Plan at no cost to the employee.</p> <p>Employees may purchase additional coverage (Buy-Up plan) for themselves, spouse or dependents.</p>	<p><u>Core Plan</u> Employee Only FREE Employee + 1 \$ 0.92 Family \$ 2.04</p> <p><u>Buy-Up Plan</u> Employee Only \$ 8.48 Employee + 1 \$ 18.18 Family \$ 29.84</p>
Life Insurance (Anthem Blue Cross)	Regular, full-time employees and part-time employees working 20 hours or more per week. Effective on date of hire.	<p>Basic Life Insurance: 1 x annual salary to a maximum of \$50,000, with a minimum of \$20,000.</p> <p>Employees may purchase additional life insurance coverage for individual, spouse or children.</p>	<p>No cost to Employee.</p> <p>Additional life insurance is employee-funded.</p>
AD & D (UNUM)	Regular, full-time employees and part-time employees working 20 hours or more per week.	An employee may buy Accidental Death & Dismemberment insurance for single or family coverage. A copy of the AD&D brochure outlining costs and coverage is available in the Benefits Office at Pendleton	Optional. Employee-funded
Academic Retirement Plan (TIAA-CREF)	Regular, full-time or part-time employees who meet the plan document's criteria for eligibility.	Pitzer contributes 12% of total base salary to the employee's TIAA-CREF retirement account upon meeting the eligibility period which varies with position level. Immediate vesting.	12% benefit is fully funded by Pitzer. No required contribution.
Supplemental Retirement	Regular, full-time or part-time employees who meet the plan document's criteria for eligibility	Investment choices with TIAA-CREF, Fidelity, Vanguard. Pre-tax, through payroll deduction.	Optional. Employee-funded
Employee Assistance Program	Regular, full-time employees and part-time employees working 20 hours or more per week.	Confidential resource to seek professional advice for personal, family, legal, financial, drug, or alcohol issues. Five visits per year for employees; up to five visits each for spouse/domestic partner & dependents.	No cost to employee.

Computer Loans	<u>Staff:</u> full-time regular status (or after 4 continuous years if part-time). <u>Faculty:</u> tenured & tenure-track	Interest-free computer loans, normally not to exceed \$2,000, to be repaid within 24 months through automatic payroll deduction.	Provided by Pitzer for both faculty and staff.
Holiday Pay (Staff Only)	Regular, full-time employees and part-time employees working 20 hours or more per week.	The Claremont Colleges observe 11 holidays throughout the year. In addition, Pitzer provides extra days off between Christmas and New Year's Day. Pitzer also provides two Personal Holidays at the beginning of each fiscal year (prorated for new hires) to be used by June 30.	Provided by Pitzer.
Long Term Care Insurance (John Hancock)	Regular, full-time employees and part-time employees working 30 hours or more per week.	Provides insurance to assist with expenses for long-term care services: in home, assisted living, or convalescent care.	Employee-funded
Long Term Disability Insurance (Standard Insurance)	Regular, full-time employees and part-time employees working 30 hours or more per week.	The plan provides a monthly income benefit equal to 66⅔% of the covered monthly salary as of the date the disability began, but not to exceed \$10,000 monthly. Employees must meet the definition of total disability under the program. Benefits begin on the first of the month following 6 consecutive months of total disability and continue during such disability to maximums as outlined in the plan document.	No cost to employee.
Primary Caretaker Leave Policy	Regular, benefit-eligible staff working at least 20 hours a week, or FT tenured & tenure-track faculty, after completing one year of service.	Different options available for partially or full paid leaves for the "primary caretaker" following birth or adoption of child.	A unique benefit for Pitzer employees, and more generous than those offered by most employers and State programs.
Backup Care Options (Work Options Group)	Regular, full-time employees and part-time employees working 20 hours or more per week.	Provides 80 hours per calendar year of temporary care for infants thru elders, in-home or at a care center, to allow employees to come to work.	Annual premiums fully paid by Pitzer. Co-pay of \$2/hour for daycare and \$4/hour for in-home care.
Short Term Disability (VDI) & California's Paid Family Leave (PFL)	All benefit-eligible employees.	Designed to provide employees partial pay while unable to work due to illness or injury. Provides a basic weekly disability benefit for up to six months. Staff may supplement with sick and/or vacation leave. PFL provides up to 6 weeks partial pay when approved for off work to care for seriously ill family members or for birth, adoption or foster placement of child.	Employee funded.
Sick Pay (Staff Only)	Regular, full-time employees and part-time employees working 20 hours or more per week.	One day of sick leave is granted for each month an employee is in a paid status of 15 days or longer. Sick time is not granted during a leave of absence or for any period employee is not working. Sick leave is not "earned time off" and is not paid at termination.	Provided by Pitzer.
Tuition Remission Program	Regular, full-time employees who have completed one year of employment with Pitzer. Part-time employees who have completed four years of continuous employment with Pitzer.	<u>Employees:</u> 100% tuition for up to two courses per year when enrolled in a degree program at one of The Claremont Colleges. Up to 4 courses when enrolled at Pitzer. <u>Dependents:</u> Pays the equivalent of 50% Pitzer tuition at any of the undergraduate Claremont colleges. <u>Spouses:</u> No coverage.	Provided by Pitzer. Includes graduate level tuition assistance for employees.
Vacation Pay (Staff Only)	Regular, full-time employees and part-time employees working 20 hours or more per week.	Vacation is earned according to years of service and weekly number of scheduled work hours (to a maximum of 22 work days annually). Vacation time is not earned during a leave of absence or for any period employee is not working. Two additional Personal Days are granted each year; prorated during first year.	Provided by Pitzer.
Other/Misc. Benefits	Regular, full-time employees and part-time employees working 20 hours or more per week.	Recreation/Athletic Facilities: Gold Center pool & gym; access to Raines Center at Pomona College; Free parking; Discounted meal rates in Pitzer dining hall; Access to cultural, entertainment & athletic events; Access to multi-media resources at College libraries.	Provided by Pitzer.

This summary is provided as a brief overview of the Pitzer College benefits package. The specific terms of coverage, exclusions and limitations are contained in the Summary Plan Descriptions and other plan documents available from the Benefits Department at Claremont University Consortium. **If there is any discrepancy between this summary and the plan documents, the plan documents will govern in all cases.**