

## 2021 Benefits at a Glance | Pitzer College

If you have questions please contact the Pitzer College Human Resources Office at (909) 621-8254 or HR@pitzer.edu.

### Medical Insurance

Eligibility: Employees in regular positions working 20+ hours per week, or as eligible per the Affordable Care Act (ACA). Medical insurance is available to the employee, their spouse/domestic partner and dependents. \* Pitzer will make a contribution into a Health Savings Account with PNC Bank for *eligible* Act Wise HDHP participants earning less than \$120,000 in the following amounts: \$450 for *Employee Only* coverage - or - \$900 for *Employee + 1* or *Family* coverage.

	Kaiser Permanente HMO		Anthem Blue Cross HMO (California Care)		Anthem Act Wise (HDHP)*	
Annualized Salary Under \$52,000						
Monthly Costs:	Employee Pays	Pitzer Pays	Employee Pays	Pitzer Pays	Employee Pays	Pitzer Pays
Employee Only	\$ 48.01	\$ 552.17	\$ 46.55	\$ 535.33	\$ 75.46	\$ 867.78
Employee + 1	\$ 201.66	\$ 1,058.71	\$ 195.50	\$ 1,026.37	\$ 297.42	\$ 1,685.41
Family	\$ 432.13	\$ 1,368.40	\$ 418.54	\$ 1,325.37	\$ 624.84	\$ 2,215.34
Annualized Salary \$52,000 and Over						
Employee Only	\$ 60.02	\$ 540.16	\$ 58.19	\$ 523.69	\$ 75.46	\$ 867.78
Employee + 1	\$ 252.07	\$ 1,008.30	\$ 244.37	\$ 977.50	\$ 297.42	\$ 1,685.41
Family	\$ 540.16	\$ 1,260.37	\$ 523.17	\$ 1,220.74	\$ 624.84	\$ 2,215.34

### Dental Insurance

Eligibility: Employees in regular positions working 20+ hours per week. Available to the employee, their spouse/domestic partner and dependents.

	Cigna Dental DHMO	Cigna Dental PPO
Monthly Costs:	Employee Pays	Employee Pays
Employee Only	\$ 5.61	\$ 40.31
Employee + 1	\$ 15.35	\$ 79.20
Family	\$ 31.38	\$ 156.32

### Vision Plan

Eligibility: Employees in regular positions working 20+ hours per week. Available to the employee, their spouse/domestic partner and dependents.

	Anthem Blue View Vision: Core	Anthem Blue View Vision: Buy-Up
Monthly Costs:	Employee Pays	Employee Pays
Employee Only	No Cost	\$7.19
Employee + 1	\$1.53	\$12.14
Family	\$3.41	\$20.10

The Core plan provides a vision exam every 12 months and a 35% discount on frames and/or lenses. The Buy-Up plan provides the Core benefits, plus a \$130 allowance for the purchase of lenses and/or frames.

### Group Life Insurance

Eligibility: Employees in regular positions working 20+ hours per week. Available to the employee, their spouse/domestic partner and dependents.

The benefit is equal to one times the employee's annualized salary, with a minimum of 20,000 and a maximum of \$50,000. Effective the date of hire. This benefit is fully funded by Pitzer College; there is no cost to the employee. Supplemental life insurance is available for purchase for the employee, their spouse/domestic partner and children.

### Retirement Plan

Eligibility: Employees in regular positions working 20+ hours per week; some positions require satisfying an eligibility period. Immediate vesting.

Pitzer contributes an amount equal to 2% of the employee's base salary to a tax-deferred annuity account with TIAA. No employee contribution is required. Employees may make voluntary contributions at any time in to a tax-deferred annuity and/or after-tax Roth retirement account administered by TIAA.

### Accidental Death & Dismemberment Plan

Eligibility: Employees in regular positions working 20+ hours per week. Available to the employee and their family (spouse/domestic partner and dependents).

Coverage is available in multiples of \$25,000, up to \$500,000. The employee cost is based on the employee's age and the coverage amount. The employee pays the full cost of this plan.

### Back-Up Care Program

Eligibility: Employees in regular positions working 20+ hours per week.

This program provides up to 80 hours per calendar year of ad hoc care for eligible family members, from infants to elders, either in-home or at a care center, to allow employees to come to work. Restrictions apply and registration is required. Pitzer pays the majority of the cost and the employee pays an hourly co-pay.

### Employee Assistance Program

Eligibility: Employees in regular positions working 20+ hours per week.

Confidential professional counseling and referral services are available through OptumHealth for personal, family, legal, financial and/or substance abuse issues. Employees may use up to 5 visits per calendar year, per issue; dependents and household members are permitted up to 5 visits per year, each. This benefit is fully funded by Pitzer College; there is no cost to the employee.

### Pet Insurance

Eligibility: Employees in regular positions working 20+ hours per week.

Pet Insurance helps you meet the cost of caring for your pets. You pay for the coverage directly to Nationwide and not through payroll deductions. My Pet Protection<sup>SM</sup> plans from Nationwide<sup>®</sup> offer coverage for vet bills, with 90% reimbursement for accidents, illnesses, and more. When your covered pet needs care, you have the freedom to visit any veterinarian you choose.

### Legal Assistance Insurance

Eligibility: Employees in regular positions working 20+ hours per week.

You have the option to elect Legal Assistance Insurance coverage through ARAG<sup>®</sup>. You pay the cost for coverage through after-tax payroll deductions. Coverage through ARAG lets you work with a network attorney to address a variety of legal situations you may encounter in life. This insurance is not just for serious issues, either. It is for addressing everyday legal needs, such as creating a will, transferring property, or purchasing a home.

### Identity Protection Insurance

Eligibility: Employees in regular positions working 20+ hours per week.

You can protect yourself and your family's privacy, digital identity, and finances with fraud detection and prevention coverage through InfoArmor. This coverage includes comprehensive identity monitoring, fraud remediation and restoration, and identity theft reimbursement. You may choose Employee Only or Family coverage and pay your premiums via after-tax payroll deductions.

### Home and Auto Insurance

Eligibility: Employees in regular positions working 20+ hours per week.

Voluntary insurance to cover your vehicle and home at discounted rates from MetLife.

### Accident Insurance

Eligibility: Employees in regular positions working 20+ hours per week.

Accident insurance through Voya provides cash benefits in cases of accidental injuries. You can use this money to help pay for uncovered medical expenses, such as your deductible or coinsurance, or for ongoing living expenses, such as your mortgage or rent.

### **Critical Illness Insurance**

Eligibility: Employees in regular positions working 20+ hours per week.

Critical illness insurance through Voya helps protect against the financial impact of certain illnesses, such as heart attack, cancer, and stroke. For specific covered conditions, you receive a lump-sum benefit that you can use at your discretion.

### **Hospital Indemnity Insurance**

Eligibility: Employees in regular positions working 20+ hours per week.

A hospital indemnity insurance plan through Voya provides supplemental payments that your medical plan may not cover for expenses incurred during a hospital stay.

### **Holiday Pay**

Eligibility: Employees in regular positions working 20+ hours per week.

Nine holidays throughout the year and Winter Break (12/22-1/1) are observed as paid holidays. Paid holidays include two floating college-designated holidays assigned each fiscal year. Refer to holiday schedule for days observed.

### **Sick Time**

Eligibility: Regular and adjunct faculty, regular and temporary staff, and student employees are eligible as outlined in the individual policies.

Tenured/Tenure Faculty: granted per the Faculty Handbook. Adjunct/Visiting Faculty: granted 3 days after 30 days of employment. Regular Staff: granted 8 hours per month based on full-time equivalency. Students: granted one hour for every 30 hours worked. Restrictions apply; see individual policies for details.

### **Vacation Time**

Eligibility: Staff members in regular positions working 20+ hours per week.

Up to 22 days per year are earned based on position, years of service and regular number of hours worked. Vacation is not accrued during leaves of absence and unused balances are paid at the time of termination.

### **Short-Term Disability and Paid Family Leave**

Eligibility: Employees in regular positions working 20+ hours per week.

Short-term disability benefits are partial pay (55% of base salary) provided to eligible employees while unable to work due to an illness or injury, for up to 52 weeks. Staff members may supplement with their sick and/or vacation balances.

Paid Family Leave benefits of partial pay (55% of base salary) for up to six weeks during a leave to care for an eligible family member with a serious medical condition, or for the birth, adoption or foster placement of a child. Subject to a one-week waiting period. Benefits are administered by the Claremont University Consortium and issued via Pitzer's in-house payroll.

### **Long-Term Care Plan**

Eligibility: Employees in regular positions working 30+ hours per week.

This Genworth plan provides benefits for expenses for in-home, assisted living or convalescent care services. The employee pays the full cost of this plan.

### **Long-Term Disability Program**

Eligibility: Employees in regular positions working 30+ hours per week.

Administered by The Standard, this program provides an income benefit equal to 66-2/3% of the employee's base salary (at the time the disability began), up to \$15,000 per month. The employee must meet the definition of *total disability* under the plan and a six-month eligibility period of consecutive total disability. This benefit is fully funded by Pitzer College; there is no cost to the employee.

### **Rideshare Incentives Program**

Eligibility: Employees in regular positions working 20+ hours per week who do not live on campus.

Incentives are given to employees whose mode of transportation for coming to work is other than driving alone, in order to reduce the number of vehicle arriving to campus each work day. Incentives include a daily monetary rate, public transit pass reimbursement and monthly prize drawing.

### **Computer Loan Program**

Eligibility: Staff: after one year of regular, full-time employment or four years of continuous part-time employment in a regular position. Faculty: tenured and tenure-track positions, after one year of full-time employment. (Full-time employment is defined as 40 hours per week and 12 months per year for staff and five courses per year for faculty).

This Pitzer program provides a one-time interest-free loan of up to \$2,000 for the purchase of one computer. Restrictions apply; see the full policy for details. Repayment is made through payroll deductions over 18 months.

### **Primary Caretaker Leave Policy**

Eligibility: Staff in regular positions working at least 20 hours per week and faculty in tenured and tenure-track positions. Requires completion of one year of continuous employment.

This college policy provides paid leave options for an employee who is the primary caretaker of a child immediately following birth, adoption or foster placement. Staff options include 18 weeks at 75% of base salary or 6 weeks at 100%. Faculty options include one semester at 75% of base salary or 6 weeks at 100%.

### **Tuition Remission Program**

Eligibility: Employees in regular positions after completing continuous employment of one year at full-time or four years part-time.

Employees: Coverage of tuition cost only for up to two courses per fiscal year when enrolled as a degree candidate in good standing at one of The Claremont Colleges. Up to four courses per fiscal year when enrolled at Pitzer College.

Child Dependents: Coverage up to the equivalent of 50% of Pitzer's tuition cost per fiscal year when enrolled as a degree candidate in good standing at any of the undergraduate institutions of The Claremont Colleges. The dependent children of part-time employees are eligible only when enrolled at Pitzer College.

### **Other Benefits**

Eligibility: Employees in regular positions working 20+ hours per week.

Fitness facilities and classes on Pitzer's campus; fitness facilities and classes at the Raines Center (Pomona College); free parking; discounted meal rates in the dining hall; access to discounted cultural, entertainment and athletic events at The Claremont Colleges; and multi-media resources at Honnold/Mudd Library.

For more information, including policies and plan documents, please visit the Benefit Plans and Resources web page on the Pitzer College web site at <https://www.pitzer.edu/human-resources/benefits/>.

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 Office of Benefits Administration at the Claremont University Consortium.

**If there is any discrepancy between this summary and the plan documents, the plan documents will govern in all cases.**