## 2015 Benefits at a Glance | Pitzer College

If you have questions please contact the Pitzer College Human Resources Office for assistance: (909) 621-8254; hr@pitzer.edu

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| **Medical Insurance**                        | Employees in regular positions working full-time or 20+ hours/week part-time, or as eligible per the Affordable Care Act (ACA). | Medical insurance for employee, spouse/domestic partner and dependents. **Pitzer pays this portion for you each month:**  
Salary:  
- $52,000+/year  
- Less than $52,000/year  
**Anthem Blue Cross (HMO)**  
- Employee Only $486.30  
- Employee +1 $909.56  
- Family $1,138.91  
**Kaiser Permanente (HMO)**  
- Employee Only $390.49  
- Employee +1 $728.92  
- Family $911.15  
**Lumenos HDHP (High Deductible Health Plan) with HSA (Health Savings Account)**  
- Employee Only $712.70  
- Employee +1 $1,385.97  
- Family $1,824.55  
* Pitzer will make a contribution into an HSA with Mellon for eligible participants in the following amounts: $450 for Employee Only coverage OR $900 for Employee +1 or Family coverage. | **Annual Salary $52,000+**  
- Anthem Blue Cross (HMO)  
  - Employee Only $53.14  
  - Employee +1 $223.19  
  - Family $477.82  
- Kaiser Permanente (HMO)  
  - Employee Only $43.39  
  - Employee +1 $182.23  
  - Family $390.49  
- Lumenos HSA  
  - Employee Only $53.38  
  - Employee +1 $224.42  
  - Family $482.18  
**Annual Salary Less Than $52,000**  
- Anthem Blue Cross (HMO)  
  - Employee Only $47.83  
  - Employee +1 $212.03  
  - Family $445.96  
- Kaiser Permanente (HMO)  
  - Employee Only $39.05  
  - Employee +1 $173.12  
  - Family $364.46  
- Lumenos HSA  
  - Employee Only $53.38  
  - Employee +1 $224.42  
  - Family $482.16 |
| **Dental Insurance** (MetLife Dental)        | Employees in regular positions working full-time or 20+ hours/week part-time.             | Dental insurance for employee and qualified spouses/domestic partners, and dependents. **College subsidized.** | **MetLife (DMO)**  
- Employee Only $5.27  
- Employee +1 $18.52  
- Family $30.00  
**MetLife (PPO)**  
- Employee Only $56.72  
- Employee +1 $126.80  
- Family $190.52 |
| **Vision Plan** (VSP)                        | Employees in regular positions working full-time or 20+ hours/week part-time.             | Pitzer provides the **Employee Only** coverage on the Core Plan at no cost to the employee. This plan provides an exam every 12 months and a 20% discount on lenses/frames. Employees may purchase additional coverage on the Buy-Up Plan for themselves, their spouse and their dependents. This plan provides the same as the Core plus a $130 allowance towards the purchase of lenses/frames. | **Core Plan**  
- Employee Only FREE  
- Employee +1 $1.36  
- Family $3.05  
**Buy-Up Plan**  
- Employee Only $4.48  
- Employee +1 $7.57  
- Family $12.53 |
| **Life Insurance** (Anthem Blue Cross)       | Employees in regular positions working full-time or 20+ hours/week part-time. Effective on date of hire. | Basic Life Insurance: 1 x annual salary to a maximum of $50,000, with a minimum of $20,000. | **No cost to Employee.** |
| **AD & D** (Zurich)                          | Employees in regular positions working full-time or 20+ hours/week part-time.             | An employee may buy Accidental Death & Dismemberment insurance for individual or family coverage. A copy of the AD&D brochure outlining costs and coverage is available from the CUC Benefits Administration Office. | Optional. Employee-funded |
| **Academic Retirement Plan** (TIAA-CREF)     | Employees in regular positions working full-time or 20+ hours/week part-time.             | Pitzer contributes an amount equal to 12% of the employee’s base salary to a 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. | Optional. Employee-funded |
| **Supplemental Retirement Plans**            | Employees in regular positions that work either full-time or part-time at least 20 hours per week AND who meet the plan document’s criteria for eligibility. | Investment choices are available from TIAA-CREF, Fidelity, and Vanguard. Contributions are processed through payroll deductions and made pre-tax for the Tax Deferred Annuity (TDA) or after-tax for the Roth 403(b). Employees can enroll anytime. | Optional. Employee-funded |
| **Employee Assistance Program (OptumHealth)** | Employees in regular positions working full-time or 20+ hours/week part-time. | Confidential counseling and referral service for personal, family, legal, financial or substance abuse issues. Up to 5 visits per calendar year per issue for employees and 5 visits each for spouse/domestic partner & dependents. | No cost to employee. |
| **Computer Loan Program** | **Staff**: after one year of full-time regular employment or 4 continuous years of part-time employment. **Faculty**: tenured & tenure-track only. | One-time, interest-free loan for up to $2,000 to purchase one computer. Repaid within 18 months through automatic payroll deductions. *Full-time is defined as 40 hours per week and 12 months per year.* | Provided by Pitzer. |
| **Holiday Pay** | Employees in regular positions working full-time or 20+ hours part-time. | Pitzer observes 9 holidays in the year and for Winter Break from December 24 to January 1. See the “Observed Holidays” in the Staff Handbook. | Provided by Pitzer. |
| **Long Term Care Insurance (Genworth)** | Employees in regular positions that work either full-time or part-time at least 30 hours 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 (The Standard)** | Regular, full-time and part-time employees working at least 30 hours per week. | Provides an income benefit equal to 66 ⅔% of the employee’s base salary at the date the disability began, but not to exceed $15,000 per month. 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 to maximums as outlined in the plan document. | No cost to employee. |
| **Primary Caretaker Leave Policy** | After completing one year of continuous employment: **Staff**: in regular, benefit-eligible positions working at least 20 hours per week. **Faculty**: in full-time tenured & tenure-track positions. | Different options are available for partially or fully paid leaves for an employee who is 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. | |
| **Back-Up Care (Bright Horizons)** | Employees in regular positions that work either full-time or part-time at least 20 hours per week. | Provides 80 hours per calendar year of ah hoc care for infants thru elders, in-home or at a care center, to allow employees to come to work. Restrictions apply; please see full policy for details. | Annual premiums fully paid by Pitzer. Employee co-pay of $2/hour for center-care or $4/hour for in-home care. |
| **Short Term Disability (VDI) & California’s Paid Family Leave (PFL)** | All benefit-eligible employees. | VDI: provides partial pay while unable to work due to illness or injury. Provides disability pay benefit for up to six months. Staff supplement with available sick hours, and may also use vacation and personal time. PFL: up to 6 weeks partial pay if approved for leave to care for seriously ill family member or for birth, adoption or foster placement of child. Additional leaves are available to eligible employees. Contact HR for help. | Employee funded. |
| **Sick Pay (Staff Only)** | Employees in regular positions working full-time or 20+ hours/week part-time. | One day of sick leave is granted each month in which an employee is on a paid status for 15 days or more. 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 continuous employment with Pitzer. Regular, part-time employees who have completed four years of continuous employment with Pitzer. | Employees: Coverage of tuition cost only for up to 2 courses (8 units) per fiscal year when enrolled as a degree candidate at one of The Claremont Colleges. Up to 4 courses per fiscal year when enrolled at Pitzer. Dependents: Coverage up to the equivalent of 50% of Pitzer’s tuition cost. Voucher towards the tuition cost only at any of the undergraduate institutions of The Claremont Colleges. Dependents of part-time employees are eligible for this program only when enrolled at Pitzer College. Spouses/Domestic Partners: No coverage. | Provided by Pitzer. Includes graduate level tuition assistance for employees. |
| **Vacation Time (Staff Only)** | Employees in regular positions working full-time or 20+ hours/week part-time. | Vacation is earned per years of service and regular weekly work hours (to a maximum of 22 work days annually). Vacation time is not earned during a leave of absence or for any period in which the employee is not working. | Provided by Pitzer. |
| **Other Benefits** | Employees in regular positions working full-time or 20+ hours/week part-time. | Use of pool and fitness room at Gold Center; use of volleyball and basketball courts; use of outdoor par course; access to facilities and fitness classes at Raines Center (Pomona College); free parking; discounted meal rates in the dining hall; access to cultural, entertainment & athletic events; and access to multi-media resources at the Honnold/Mudd Library. | 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 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.