



Saint Mary's College of California Benefits Eligibility by Employment Type

	Tenured	Tenured Track	Full-Time Staff (30+ hrs/wk)	Salaried Adjunct (6-7 Courses)	Salaried Adjunct (5 Courses)	Per Course Faculty Lookback	Part-Time Staff (20 - 29 hrs/wk)	Temporary Employee
<u>MEDICAL</u>								
Kaiser HMO (CA Residents)	✓	✓	✓	✓	✓	✓		
Kaiser HSA (CA Residents)	✓	✓	✓	✓	✓	✓		
Blue Shield HMO (CA Residents)	✓	✓	✓	✓	✓	✓		
Blue Shield Trio (CA Residents)	✓	✓	✓	✓	✓	✓		
Blue Shield HSA	✓	✓	✓	✓	✓	✓		
<u>DENTAL</u>								
Delta Dental PPO	✓	✓	✓	✓	✓	✓		
DeltaCare HMO	✓	✓	✓	✓	✓	✓		
<u>VISION</u>								
VSP Vision	✓	✓	✓	✓	✓	✓		
<u>LIFE & DISABILITY</u>								
Mutual of Omaha Term Life Ins.	✓	✓	✓	✓				
Mutual of Omaha Long Term Disability	✓	✓	✓	✓				
<u>VALUE-ADD SERVICES</u>								
Employee Assistance Program	✓	✓	✓	✓	✓		✓	
Travel Assistance Program	✓	✓	✓	✓	✓			
<u>VOLUNTARY PLANS</u>								
Navia Flexible-Spending Account (FSA)	✓	✓	✓	✓	✓			
Navia Parking & Transit Benefit	✓	✓	✓	✓	✓			
Mutual of Omaha Vol. Accident	✓	✓	✓	✓	✓			
Mutual of Omaha Vol. Critical Illness	✓	✓	✓	✓	✓			
Mutual of Omaha Vol. Term Life Ins.	✓	✓	✓	✓	✓			
Unum Vol. Whole Life Ins.	✓	✓	✓	✓	✓			
<u>RETIREMENT PLANS</u>								
TIAA Employer 2.25% Contribution [^]	✓	✓	✓	✓	✓		✓	
TIAA Employee Voluntary Contribution	✓	✓	✓	✓	✓	✓	✓	✓
Emeriti Retirement Health [^]	✓	✓	✓	✓	✓		✓	
<u>OTHER</u>								
Workers Comp	✓	✓	✓	✓	✓	✓	✓	✓
Unemployment	✓	✓	✓	✓	✓	✓	✓	✓
State Disability	✓	✓	✓	✓	✓	✓	✓	✓
Social Security	✓	✓	✓	✓	✓	✓	✓	✓
Medicare	✓	✓	✓	✓	✓	✓	✓	✓

* Employee must meet eligibility requirements as described in the plan documents.

** Lookback eligibility is determined in July of each year. A benefit offer (medical, dental, vision only) is extended to those that meet eligibility requirements as described in the College's ACA policy.

[^] TIAA Defined Contribution Plan and Emeriti Retirement Health Plan contributions have been suspended as of 7/6/20