



## 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
<b><u>MEDICAL</u></b>								
Kaiser HMO (CA Residents)	•	•	•	•	•	•		
Kaiser HRA (CA Residents)	•	•	•	•	•	•		
Blue Shield Trio (CA Residents)	•	•	•	•	•	•		
Blue Shield HRA	•	•	•	•	•	•		
<b><u>DENTAL</u></b>								
Delta Dental PPO	•	•	•	•	•	•		
DeltaCare HMO	•	•	•	•	•	•		
<b><u>VISION</u></b>								
VSP Vision	•	•	•	•	•	•		
<b><u>LIFE &amp; DISABILITY</u></b>								
Mutual of Omaha Term Life Ins.	•	•	•	•				
Mutual of Omaha Long Term Disability	•	•	•	•				
<b><u>VALUE-ADD SERVICES</u></b>								
Employee Assistance Program	•	•	•	•	•		•	
Travel Assistance Program	•	•	•	•	•			
<b><u>VOLUNTARY PLANS</u></b>								
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.	•	•	•	•	•			
<b><u>RETIREMENT PLANS</u></b>								
TIAA Employer Contribution <sup>^</sup>	•	•	•	•	•		•	
TIAA Employee Voluntary Contribution	•	•	•	•	•	•	•	•
Emeriti Retirement Health <sup>^</sup>	•	•	•	•	•		•	
<b><u>OTHER</u></b>								
Workers Comp	•	•	•	•	•	•	•	•
Unemployment	•	•	•	•	•	•	•	•
State Disability	•	•	•	•	•	•	•	•
Social Security	•	•	•	•	•	•	•	•
Medicare	•	•	•	•	•	•	•	•

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

2) 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.

<sup>^</sup> TIAA Defined Contribution Plan and Emeriti Retirement Health Plan contributions have been suspended until further notice.