



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 HRA (CA Residents)	•	•	•	•	•	•		
Blue Shield Trio (CA Residents)	•	•	•	•	•	•		
Blue Shield HRA	•	•	•	•	•	•		
<u>DENTAL</u>								
Guardian PPO	•	•	•	•	•	•		
Guardian HMO	•	•	•	•	•	•		
<u>VISION</u>								
Guardian Vision	•	•	•	•	•	•		
<u>LIFE & DISABILITY</u>								
Mutual of Omaha Term Life Ins.	•	•	•	•				
Mutual of Omaha Short/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.	•	•	•	•	•			
<u>RETIREMENT PLANS</u>								
TIAA Employer Contribution	•	•	•	•	•		•	
TIAA Employee Voluntary Contribution	•	•	•	•	•	•	•	•
TIAA 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.