



2020 Benefits at a Glance

At CSUDH Foundation, we give our employees the tools to succeed both on and off the job. Our benefits package provides competitive and affordable coverage with options that suit your changing needs.

MEDICAL BENEFITS

- **Kaiser Permanente Traditional HMO:** \$15 office visits, no inpatient hospital copay
- **Anthem Select HMO:** Narrow network, \$15 office visits, \$500 per admission inpatient hospital copay
- **Anthem California Care HMO:** Full HMO network, \$20 office visits, \$100 per admission inpatient hospital copay
- **Anthem PPO:** Freedom of provider choice, \$500 deductible/\$1000 deductible for family, \$20 office visits, plan pays 80% after deductible
- **Prescription Drugs:** All Medical plans above include prescription drug coverage
- **Preventive Care:** All Medical plans above cover preventive at no cost to you!

DENTAL BENEFITS

- **Delta Dental PPO:** \$1,500 calendar year maximum benefit, free preventive care, includes child & adult orthodontia coverage

VISION BENEFITS

- **Vision Service Plan (VSP) Choice:** For \$10 copay, you get a comprehensive vision exam every 12 months; and coverage for frames and lenses every 24 months

LIFE and AD&D BENEFITS

- **Hartford Basic Life and AD&D:** Covered for 1x your Base Annual Earnings up to a maximum benefits of \$75,000
- Plan is 100% paid for by the Foundation

FLEXIBLE SPENDING ACCOUNTS (FSA)

- **Healthcare FSA:** Set aside up to \$2,700 pre-tax to pay for / reimburse for eligible medical, dental, and vision expenses for you and your dependents
- **Dependent Care FSA:** Set aside up to \$5,000 pre-tax to reimburse for costs associated with dependent daycare

LONG TERM DISABILITY (LTD) BENEFITS

- **Hartford LTD:** If you become unable to work due to illness or injury, this plan will pay you a portion of your pre-disability earnings until you are able to return to work, or reach normal retirement age
- Plan is 100% paid for by the Foundation
- **Hartford Ability Assist EAP:** Emotional or Work-Life Counseling, Financial Information & Resources, Legal Support & Resources)
- 24/7 online and toll-free telephonic access

TEACHERS INSURANCE ANNUITY ASSOCIATION, COLLEGE RETIREMENT EQUITY FUND (TIAA CREF)

- **Eligibility:** Full-time Regular Benefitted Employees are eligible after one year of employment
- **Hire dates on or before June 30, 2014:** Employer pays amount equal to 10% of gross pay each pay period
- **Hire dates on or after July 1, 2014:** Choose from the following options
 - **Option A:** Employer pays amount equal to 8% of gross pay, employee pays 5%
 - **Option B:** Employer pays amount equal to 4% of gross pay, employee pays 2%