

Note: This chart is intended to provide general information only. Please refer to CSU policy and/or the appropriate Collective Bargaining Agreement for specific information.

| DESCRIPTION   | C99 | E99<br>Police Cadet,*<br>Head Start and<br>Other | M98<br>M80     | R01 | R02, 05,<br>07, 09<br>CSUEU | R03 | R04 | R06 | R08 | R10            | R11<br>GAs &<br>ISAs** | R11<br>TAs<br>ONLY** | R13<br>CSULA<br>ONLY | FERP | Rehired<br>Annuitant |
|---|-----|--|----------------|-----|-----------------------------|-----|-----|-----|-----|----------------|------------------------|----------------------|----------------------|------|----------------------|
| <b>CalPERS Health Plans (Per G.C. 22871)</b>                          |     |  |                |     |                             |     |     |     |     |                |                        |                      |                      |      |                      |
| 2017: \$707, \$1,349, \$1,727 / Unit 6 only: \$712, \$1,359, \$1,747  | X   | X  | X              | X   | X                           | X   | X   | X   | X   | X              |                        | X                    |                      | X    | X                    |
| Unit 13: Ee pays 20% of health plan premium's; CSU pays 80%           |     |  |                |     |                             |     |     |     |     |                |                        |                      | X                    |      |                      |
| <b>Tax Advantage Premium Plan (TAPP)</b>                              | X   | X  | X              | X   | X                           | X   | X   | X   | X   | X              |                        | X                    |                      | X    | X                    |
| <b>Dental Plans:</b>  |     |  |                |     |                             |     |     |     |     |                |                        |                      |                      |      |                      |
| Delta Dental Basic & DeltaCare USA Basic                              |     | X  |                |     |                             |     |     |     | X   |                |                        |                      |                      |      | X                    |
| Delta Dental I & DeltaCare USA Basic                                  |     | Head Start<br>E99 Only                           |                |     |                             |     |     |     |     |                |                        | X                    | X                    |      |                      |
| Delta Dental II & DeltaCare USA Enhanced                              | X   |  | X              | X   | X                           | X   | X   | X   |     | X              |                        |                      |                      | X    |                      |
| <b>Dependent/Health Care Reimbursement Account (DCRA/HCRA)</b>        | X   | X  | X              | X   | X                           | X   | X   | X   | X   | X              |                        | X                    |                      |      |                      |
| <b>Fee Waiver Program</b>   |     |  |                |     |                             |     |     |     |     |                |                        |                      |                      |      |                      |
| Employee  | X   | X  | X              | X   | X                           | X   | X   | X   | X   | X              |                        |                      |                      | X*** |                      |
| Dependent   | X   |  | X              | X   | X                           | X   | X   | X   | X   | X              |                        |                      |                      | X*** |                      |
| Domestic Partner  | X   |  | X              | X   | X                           | X   | X   | X   | X   | X              |                        |                      |                      | X*** |                      |
| <b>FlexCash Program</b>   | X   | X  | X              | X   | X                           | X   | X   | X   | X   | X              |                        | X                    | X                    |      |                      |
| <b>Insurance: Life/AD &amp; D</b>                                     |     |  |                |     |                             |     |     |     |     |                |                        |                      |                      |      |                      |
| 10K Life & 10K AD & D   |     |  |                |     | X                           |     |     |     |     | X              |                        |                      | X                    |      |                      |
| 25K Life & 25K AD & D   |     |  |                | X   |                             |     | X   |     |     |                |                        |                      |                      |      |                      |
| 50K Life Only   |     |  |                |     |                             |     |     |     |     |                |                        | X                    |                      |      |                      |
| 50K Life & 50K AD & D   | X   | Head Start<br>E99 Only                           |                |     |                             | X   |     |     |     |                |                        |                      |                      |      |                      |
| 100K Life & 100K AD & D   |     |  | X M80          |     |                             |     |     |     |     |                |                        |                      |                      |      |                      |
| 250K Life & 250K AD & D   |     |  | X M98          |     |                             |     |     |     |     |                |                        |                      |                      |      |                      |
| <b>Insurance: LTD</b>   |     |  |                |     |                             |     |     |     |     |                |                        |                      |                      |      |                      |
| 66 2/3% of \$15,000 after 180 days                                    |     |  | X M80          | X   |                             | X   | X   |     |     |                |                        |                      |                      |      |                      |
| 66 2/3% of \$22,500 after 180 days                                    |     |  | X M98          |     |                             |     |     |     |     |                |                        |                      |                      |      |                      |
| <b>CalPERS Retirement Plans:</b>                                      |     |  |                |     |                             |     |     |     |     |                |                        |                      |                      |      |                      |
| State Misc. 2% at age 55****  | X   | X  | X              | X   | X                           | X   | X   | X   |     | X              |                        | X                    |                      |      |                      |
| State Misc. 2% at age 60****  | X   | X  | X              | X   | X                           | X   | X   | X   |     | X              |                        | X                    |                      |      |                      |
| State Misc. 2% at 62 (new CalPERS members on/after 1/1/13)****        | X   | X  | X              | X   | X                           | X   | X   | X   |     | X              |                        | X                    | X                    |      |                      |
| PO/FF 3% at age 50  |     |  | X <sup>1</sup> |     |                             |     |     |     |     | X <sup>2</sup> |                        |                      |                      |      |                      |
| PO/FF 2.5% at age 55  |     |  | X <sup>1</sup> |     |                             |     |     |     |     | X <sup>2</sup> |                        |                      |                      |      |                      |
| PO/FF 2.5% at 57 (new CalPERS members on/after 1/1/13)                |     |  | X <sup>1</sup> |     |                             |     |     |     |     | X <sup>2</sup> |                        |                      |                      |      |                      |
| State Safety (E99) 2.5% at age 55                                     |     | X <sup>3</sup>                                   |                |     |                             |     |     |     |     |                |                        |                      |                      |      |                      |
| State Safety (E99) 2% at age 55                                       |     | X <sup>3</sup>                                   |                |     |                             |     |     |     |     |                |                        |                      |                      |      |                      |
| State Safety (E99) 2% at age 57 (new CalPERS members on/after 1/1/13) |     | X <sup>3</sup>                                   |                |     |                             |     |     |     |     |                |                        |                      |                      |      |                      |

**Additional Notes:**

\*Please refer to HR 2001-19 for detailed benefits eligibility information for Police Cadets and Intermittent Police Officers.  
 \*\*Certain benefits and leaves for Unit 11 are classification code specific; refer to the collective bargaining agreement and technical letters.  
 \*\*\*FERP employee or his/her spouse, domestic partner, or dependent child eligible for Fee Waiver during FERP teaching period only.  
 \*\*\*\*5% employee contribution for 2%@55 and 2%@60 formulas; 6% employee contribution for 2%@62 formula (after applicable exclusion amount).

<sup>1</sup> Includes MPP Public Safety Chiefs and Lieutenants only; 8% employee contribution for 3%@50 and 2.5%@55 formulas; 10.5% employee contribution for 2.5%@57 formula.  
<sup>2</sup> CSU currently pays employee contribution.  
<sup>3</sup> Class code 8347 only, 6% employee contribution for 2.5%@55 and 2%@55 formulas; 9% employee contribution for 2%@57 formula.

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|---|-------|--|----------------|-------|-----------------------------|-----------------|-------|-------|----------------|-------|------------------------|----------------------|----------------------|----------------|---------------------|
| <b>Part-Time Retirement Plan: DPA PST PLAN</b>                      | X     | X  | X              | X     | X                           | X               | X     | X     | X              | X     | X                      | X                    | X                    |                |                     |
| <b>Pre-Tax Parking Program</b>                                      | X     | X  | X              | X     | X                           | X               | X     | X     | X              | X     | X                      | X                    | X                    |                |                     |
| <b>Retirement Savings Plans (Voluntary)</b>                         |       |  |                |       |                             |                 |       |       |                |       |                        |                      |                      |                |                     |
| Savings Plus Plan (401k)  | X     | X  | X              | X     | X                           | X               | X     | X     | X              | X     |                        | X                    | X <sup>10</sup>      | X              | X                   |
| State Deferred Comp. (457)  | X     | X  | X              | X     | X                           | X               | X     | X     | X              | X     |                        | X                    | X <sup>10</sup>      | X              | X                   |
| Tax Sheltered Annuity (403b)  | X     | X  | X              | X     | X                           | X               | X     | X     | X              | X     |                        | X                    | X                    | X              | X                   |
| <b>Uniform Allowance</b>  |       | Police Cadet<br>Only                             | X <sup>1</sup> |       | X <sup>4</sup>              |                 |       |       | X              |       |                        |                      |                      |                |                     |
| <b>Vision – Vision Service Plan (VSP)</b>                           | X     | X  | X              | X     | X                           | X               | X     | X     | X              | X     |                        | X                    |                      | X              |                     |
| <b>Vision – CSU Retiree Voluntary Vision Plan</b>                   |       |  |                |       |                             |                 |       |       |                |       |                        |                      |                      | X <sup>5</sup> |                     |
| <b>Voluntary Plans (Plan eligibility varies):</b>                   |       |  |                |       |                             |                 |       |       |                |       |                        |                      |                      |                |                     |
| Aflac Group Critical Illness  | X     | X  | X              | X     | X                           | X               | X     | X     | X              | X     | X                      | X                    | X                    |                |                     |
| CA Casualty Auto/Home, Identity Theft Insurance                     | X     | X  | X              | X     | X                           | X               | X     | X     | X              | X     | X                      | X                    | X                    |                |                     |
| MetLaw® Legal Plan  | X     | X  | X              | X     | X                           | X               | X     | X     | X              | X     | X                      | X                    | X                    |                |                     |
| The Standard Accidental Death and Dismemberment                     | X     | X  | X              | X     | X                           | X               | X     | X     | X              | X     |                        | X                    |                      |                |                     |
| The Standard Voluntary Life Insurance                               | X     | X  | X              | X     | X                           | X               | X     | X     | X              | X     |                        | X                    |                      |                |                     |
| The Standard Voluntary Long Term Disability (LTD)                   | X     | X  |                |       | X                           |                 |       | X     | X              | X     |                        | X                    |                      |                |                     |
| <b>Leave Programs</b>   |       |  |                |       |                             |                 |       |       |                |       |                        |                      |                      |                |                     |
| Bereavement/Funeral Leave (Days)                                    | 5     | Head Start/2. P.<br>Cadet/3. E99 Only            | 5              | 5     | 5                           | 5               | 5     | 5     | 2-3            | 5     | 2-3                    | 2-3                  | 5                    | 5              |                     |
| Catastrophic Leave Donations (Hours)                                | 40    | 40   | 40             | 16    | 40                          | 40              | 40    | 40    | 40             | 16    |                        | 16                   |                      | 40             |                     |
| CSU Family Medical Leave (FML)                                      | X     | X  | X              | X     | X                           | X               | X     | X     | X              | X     | X                      | X                    | X                    | X <sup>6</sup> |                     |
| FMLA (Military family members) – National Defense Authorization Act | X     | X  | X              | X     | X                           | X               | X     | X     | X              | X     | X                      | X                    | X                    | X <sup>6</sup> |                     |
| Holiday Time Off  | X     | X  | X              | X     | X                           | X               | X     | X     | X              | X     | GAS ONLY               | X                    | X                    | X              |                     |
| Industrial Disability (IDL)   | X     | X  | X              | X     | X                           | X               | X     | X     | X <sup>7</sup> | X     |                        | X                    | X <sup>11</sup>      |                |                     |
| Enhanced Industrial Disability (EIDL)                               |       |  |                |       |                             |                 |       |       | X              |       |                        |                      |                      |                |                     |
| Jury Duty   | X     | X  | X              | X     | X                           | X               | X     | X     | X              | X     | X                      | X                    | X                    | X              |                     |
| Paid Maternity/Paternity/Adoption/Parental Leave (Days)             | 30    |  | 30             | 20    | 30                          | 30 <sup>8</sup> | 30    | 30    | 30             | 15    |                        |                      |                      | 30             |                     |
| Maternity Leave up to 12 months (Ed. Code 89519 or CBA)             | X     | X  | X              | X     | X                           | X               | X     | X     | X              | X     |                        |                      |                      |                |                     |
| Military Leave - Employee   | X     | X  | X              | X     | X                           | X               | X     | X     | X              | X     | X                      | X                    | X                    | X              |                     |
| Non-Industrial Disability (NDI) (Weekly Amount Shown)               | \$250 | \$125  | \$250          | \$135 | \$250                       | \$125           | \$125 | \$250 | \$125          | \$135 |                        | \$125                |                      |                |                     |
| Organ Donor Leave   | X     | X  | X              | X     | X                           | X               | X     | X     | X              | X     | X                      | X                    | X                    | X              |                     |
| Personal Time Off (PTO)   |       |  |                |       |                             |                 |       |       |                |       |                        |                      | X                    |                |                     |
| Sick Leave  | X     | X  | X              | X     | X                           | X               | X     | X     | X              | X     |                        | X                    |                      | X              |                     |
| Vacation  |       |  |                |       |                             |                 |       |       |                |       |                        |                      |                      |                |                     |
| 2 days per month  | X     |  | X              |       |                             | X <sup>9</sup>  |       |       |                |       |                        |                      | 12 MO.<br>APPT       | X <sup>9</sup> |                     |
| 6-2/3+ hrs/mo (based on svc.)                                       |       | X  |                | X     | X                           |                 | X     | X     | X              | X     |                        |                      |                      |                |                     |

**Additional Notes:**

<sup>4</sup> CSUEU classifications 8800-8802 are eligible for Uniform Allowance. For eligibility criteria and limits, please refer to Article 21 of the CBA.

<sup>5</sup> FERP participants eligible if assignment ends or time base drops below half-time.

<sup>6</sup> Eligible for FMLA and CFRA through statute.

<sup>7</sup> Eligible under certain circumstances.

<sup>8</sup> Refer to Articles 22 and 23 regarding Parental Leave "sharing," and reduced teaching assignment.

<sup>9</sup> Ten and twelve-month faculty unit classifications only.

<sup>10</sup> If eligible for PST Program, employee is not eligible to enroll in 401k or 457 program.

<sup>11</sup> Must be CalPERS eligible.