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 Police Cadet* and Other	M98 M80	R01	R02, 05, 07, 09 CSUEU	R03	R04	R06	R08	R10	R11 GAs & ISAs**	R11 TAs ONLY**	R13 CSULA ONLY	R14 CSUMB ONLY	FERP	Rehired Annuitant
CalPERS Health Plans (Per G.C. 22871)																
2023: \$883, \$1,699, \$2,124/ Unit 6 only: \$888, \$1,709, \$2,144	Х	X	Χ	Χ	Χ	Χ	Χ	Χ	Χ	Χ		Χ	Χ		Χ	Χ
Tax Advantage Premium Plan (TAPP)	Х	Х	X	Χ	Χ	Χ	Χ	X	Χ	Х		X	X			
D 410			ı			I	I	l	T	1	1	1	I	I	ı	l
Dental Plans: Delta Dental Basic & DeltaCare USA Basic		Х											-			X
Delta Dental I & DeltaCare USA Basic		^										X	Х			^
Delta Dental II & DeltaCare USA Enhanced	Х		Х	Χ	X	Х	Х	Х	Х	Х		^	^		Х	
Della Della II & DellaCare USA Efficied	^			٨		^										
Dependent/Health Care Reimbursement Account (DCRA/HCRA)	Х	Х	Х	Χ	Х	Χ	Х	Χ	Х	Х		Х				
Fee Waiver Program																
Employee	Х	Х	Х	Χ	Χ	Х	Х	Х	Х	Х					X***	
Dependent	Х		Х	Χ	Χ	Х	Х	Х	Х	Х					X***	
Registered Domestic Partner	X		Х	Χ	Χ	Χ	Χ	Х	Χ	Х					X***	
FlexCash Program	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х		Х	Х			
Insurance: The Standard - Life/AD & D																
10K Life & 10K AD & D										Х			Х			
25K Life & 25K AD & D				Х			Χ									
50K Life Only												Х				
50K Life & 50K AD & D	Х				X3	Х			Х							
100K Life & 100K AD & D			X M80													
250K Life & 250K AD & D			X M98													
Insurance: The Standard - LTD																
66 2/3% of salary not to exceed \$25,000 after 180 days			Х													
66 2/3% of salary not to exceed \$14,000 after 180 days	Х			Χ		Χ	Х									
CalPERS Retirement Plans:														I		
State Misc. 2% at age 55****	Х	Х	Х	Х	Х	Х	Х	Х		Х		Х				
State Misc. 2% at age 33 State Misc. 2% at age 60****	X	X	X	X	X	X	X	X		X		X				
State Misc. 2% at age of State Misc. 2% at 62 (new CalPERS members on/after 1/1/13)****	X	X	X	X	X	X	X	X		X		X				
PO/FF 3% at age 50		^	X1						Х	<u> </u>			1			
PO/FF 2.5% at age 55			X ¹						X							
PO/FF 2.5% at 57 (new CalPERS members on/after 1/1/13)			X1						X							
State Safety (E99) 2.5% at age 55		X ²														
State Safety (E99) 2% at age 55		X ²														
State Safety (E99) 2% at age 57 (new CalPERS members on/after 1/1/13)		X ²														
Part-Time Retirement Plan: DPA PST PLAN	Х	Х	Х	Х	Х	Х	Х	Х		Х	Х	Х	X ⁴	X ⁴		
	X	X	X	X	X	X	X	X	Х	X	X	X	Х	Х	 	1

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 Police Cadet* and Other	M98 M80	R01	R02, 05, 07, 09 CSUEU	R03	R04	R06	R08	R10	R11 GAs & ISAs**	R11 TAs Only**	R13 CSULA ONLY	R14 CSUMB ONLY	FERP	Rehired Annuitant
Retirement Savings Plans (Voluntary)																
Savings Plus Plan (401k)	Х	Х	Х	Χ	Х	Χ	Χ	Х	Χ	Х		X8			Χ	Χ
State Deferred Comp. (457)	Х	Х	Χ	Χ	Χ	Χ	Χ	Χ	Х	Χ		Х	Х	Χ	Χ	Χ
Supplemental Retirement Plan (403b), after tax Roth	X	Χ	Χ	Χ	Χ	Χ	Χ	Χ	Χ	Х	Χ	Х	Х	Χ	Χ	X
Uniform Allowance		Police Cadet Only	X ¹		X ²			Х								
Vision – Vision Service Plan (VSP) Basic & Premier	Х	Х	Х	Χ	Х	Χ	Χ	Х	Χ	Х		Х	Х		Х	
Vision – CSU Retiree Voluntary Vision Plan Basic & Premier															X ³	Х
Voluntary Plans (Plan eligibility varies):																
Standard Group Critical Illness	Х	Х	Χ	Χ	Х	Χ	Χ	X	Χ	Х		Х	Х			
CA Casualty Auto/Home Insurance	Х	Х	Х	Χ	Х	Χ	Χ	Х	Χ	Х		Х	Х			
MetLife Legal Plan	Х	Х	Х	Χ	Х	Χ	Χ	Х	Χ	Χ		Х	Х			
The Standard Accidental Death and Dismemberment	Х	Х	Х	Χ	Х	Χ	Χ	Х	Χ	Х		Х				
The Standard Voluntary Life Insurance	Х	Х	Х	Χ	Χ	Χ	Χ	Х	Χ	Х		Х				
The Standard Voluntary Long-Term Disability (LTD)		Х			Χ			Х	Χ	Χ		Х				
Nationwide Pet Insurance	Х	Χ	Χ	Χ	Х	Χ	Χ	Х	Χ	Х		Х	Х		Χ	Х
Leave Programs																
Absence as a Witness (Serving in the CSUs interest)	Х	Х	Х	Χ	Х	Χ	Χ	Х	Χ	Х	Х	Х	Х	Х		
Administrative Leave			Х						Χ							
Bereavement/Funeral Leave (Days)	5	P. Cadet/3, E99 Only	5	5	5	5	5	5	5	5	2-3	2-3	5	2	5	
Catastrophic Leave Donations (Hours)	40	40	40	40	40	40	40	40	40	40		16			40	
Catastrophic Leave Donations (Natural Disaster/State of Emergency)	Х	Х	Х	Χ	Χ	Χ	Χ	Х	Χ							
Citizens Necessity							Χ									
CSU Family Medical Leave (FML)	Х	Χ	Χ	Χ	Х	Χ	Χ	Х	Χ	Х	Х	Х	Х	X ³	X ³	
FMLA (Military family members) – National Defense Authorization Act	Х	Χ	Χ	Χ	Χ	Χ	Χ	Х	Χ	Χ	Χ	Х	Х	X ⁴	X ⁴	
Holiday Time Off	Х	Χ	Χ	Χ	Χ	Χ	Χ	Х	Χ	Х	GAs ONLY	Х	Х	X ¹⁰	Χ	
Industrial Disability (IDL)	Х	Χ	Χ	Χ	Х	Χ	Χ	Х	X ⁵	Х		Х	X ⁹	X ⁹		
Enhanced Industrial Disability (EIDL)									Χ							
Jury Duty	X	Χ	Χ	Χ	Χ	Χ	Χ	Χ	Χ	Χ	Χ	Х	Х	Χ	Χ	
Parental Leave (Days)	30		30	30	30	30 ⁶	30	30	30	15			30		30	
Maternity Leave up to 12 months (Ed. Code 89519 or CBA)	X	Χ	Χ	Χ	Χ	Χ	Χ	Χ	Χ	Χ						
Military Leave - Employee	X	Χ	Χ	Χ	Χ	Χ	Χ	Χ	Χ	Χ	Χ	Χ	Χ	Χ	Χ	
Pregnancy Disability Leave (PDL)	Х	Χ	Χ	Χ	Χ	Χ	Χ	Х	Χ	Х	Х	Х	Х	Х	Χ	
Non-Industrial Disability (NDI) (Weekly Amount Shown)	\$250	\$125	\$250	\$250	\$250	\$125	\$250	\$250	\$125	\$250		\$125	\$250 ⁹	\$250 ⁹		
Organ Donor Leave	Х	X	Χ	Χ	Χ	Χ	Χ	Χ	Χ	Χ	Χ	Χ	Х	Χ	Χ	

Personal Time Off (PTO)												Χ			
Precinct Officer					Х										
Sick Leave	Х	Х	Х	Χ	Х	Χ	Χ	Χ	Χ	Х	Χ		X ¹¹	Χ	
Temporary Suspension Leave				Χ	Х	Χ	Χ	Х	Χ	Х	Χ	Χ			
Union Leave					Х	Χ	Χ	Х	Χ			Χ			
Vacation													X ¹¹		
2 days per month	Х		Х			X ⁷					12 MO. APPT			X ⁷	
6-2/3+ hrs/mo (based on svc.)		Х		Χ	Х		Χ	Х	Χ	Х					

BENEFITS GRID LEGEND

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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; 8% employee contribution for 2%@62 formula.

- ¹ Includes MPP Public Safety Chiefs and Lieutenants <u>only</u>; 8% employee contribution for 3%@50 and 2.5%@55 formulas; 13.25% employee contribution for 2.5%@57 formula.
- ² Class code 8347 only, 6% employee contribution for 2.5%@55 and 2%@55 formulas; 10.5% employee contribution for 2%@57 formula
- ³ Effective September 1, 2022 per CSUEU Collective Bargaining Agreement (Article 21.9)
- ⁴ If not otherwise a qualified member of CalPERS, ALCP Instructors will be included in PST.

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Additional Notes:

- ¹ Includes MPP Public Safety Chiefs and Lieutenants <u>only;</u> 8% employee contribution for 3%@50 and 2.5%@55 formulas; 13.25% employee contribution for 2.5%@57 formula.
- ² CSUEU classifications 8800-8802, 8810-0012 and 8820-8822 are eligible for Uniform Allowance. For eligibility criteria and limits, please refer to Article 21 of the CBA.
- ³ FERP participants eligible if assignment ends or time base drops below half-time.
- ⁴ Eligible for FMLA and CFRA through federal and state laws.
- ⁵ Eligible under certain circumstances.
- ⁶ Refer to Articles 22 and 23 regarding Parental Leave "sharing," and reduced teaching assignment.

- ⁷ Ten and twelve-month faculty unit classifications only.
- ⁸ If eligible for PST Program, employee is not eligible to enroll in 401k program.
- ⁹ Must be appointed a time base of .50 or greater and be CalPERS eligible.
- ¹⁰ ALCP Instructors scheduled to work on the day a holiday is officially observed shall be entitled to holiday pay.
- ¹¹ ALCP Instructors shall be credited in accordance with the most recent HR Technical Letter regarding Leaves.