

State Employee Benefits Quick Reference Guide

The following listing will provide you with information about benefits offered to state employees.

DPA (www.dpa.ca.gov, click Benefits) or employee's personnel office

Annual Leave – Voluntary program that combines both sick leave and vacation. Available to excluded employees and some bargaining units; check MOU. May be used with Enhanced Non-Industrial Leave benefits.

Consolidated Benefits (CoBen) – Health, dental, and vision insurance coverage. Cash Option is available through CoBen if covered by other insurance. Available to excluded employees and some bargaining units; check MOU.

Consolidated Omnibus Budget Reconciliation Act (COBRA) – Continuation of health, dental, and vision insurance coverage for employees and eligible dependents who lose benefits by age, termination, resignation, or layoff.

Death Benefits – Benefits available to legal survivors and/or designees of State employees; see "Planning Ahead" booklet from DPA Web site; check MOU.

FlexElect Program – Voluntary cash back program and/or tax savings program available to employees who have a permanent appointment and a time base of half-time or more. Plan options are Cash Option, Dependent Care Reimbursement, and Medical Reimbursement.

Group Legal Services Insurance – Voluntary employee-paid legal plan for permanent or probationary employees with a time base of half-time or more.

Part-Time/Seasonal/Temporary Program (PST) – Mandatory retirement program for part-time, seasonal, or temporary employees who are excluded from CalPERS.

Pre-Tax Parking – Voluntary program available to employees who drive a personal vehicle to work and pay for parking.

Awards – Employee Suggestion Program – Rewards employees for ideas that reduce State operations/costs. **Medal of Valor Award** - Highest honor State can bestow on its employees who perform act of heroism or risk their life to save another.

Superior/Sustained Accomplishment Awards - Recognizes outstanding employee performance. **25 Year Service and Retirement Awards** - Recognition for 25 years of State service and retirement.

DPA (www.dpa.ca.gov, click Benefits)

Cash Option – Voluntary cash back option available; see Consolidated Benefits and FlexElect.

Dental – Dental insurance for employees who have an appointment of six months or more and a time base of half-time or more.

Health Promotion (California WorksWell) – Promotes healthy lifestyles to prevent illness/disability and improve the physical health and mental well-being of the State workforce.

Long-Term Disability – Voluntary income protection disability insurance available to excluded employees who have a permanent appointment and a time base of half-time or more.

Rural Health Care Equity Program (RHCEP) – Provides reimbursement of certain health care expenses for State employees who have no Health Maintenance Organization (HMO) options through CalPERS health benefits.

Travel Accident Insurance – State-paid program that automatically covers excluded employees traveling by common carrier on official State business who have a permanent appointment and a time base of half-time or more.

Vision – State-paid vision insurance that automatically covers employees who have an appointment of six months or more and a time base of half-time or more.

DPA (www.dpa.ca.gov, click Benefits) or MetLife 1-800-252-8524

Life Insurance/Common Carrier – State-paid program available to excluded employees who have a permanent appointment and a time base of half-time or more. Voluntary supplemental coverage available.

Employee's personnel office

Enhanced Non-Industrial Disability Insurance (ENDI) – Disability insurance for non-work-related illnesses/injuries. Available to employees who are CalPERS/STRS members and enrolled in the Annual Leave Program. **Non-Industrial Disability Insurance (NDI)** – Non-work-related illness/injury disability insurance. Available to employees who are CalPERS/STRS members.

CalPERS (www.calpers.ca.gov)

Health – Health insurance for employees who have an appointment of six months or more and a time base of half-time or more.

CalPERS (www.calpers.ca.gov) or employee's personnel office

Retirement – California Public Employees' Retirement System (CalPERS) provides service/disability retirement and death benefits for eligible employees.

Merit Behavioral Care Inc., 1-800-632-7422, TDD 1-800-542-2833

Employee Assistance Program (EAP) – State-paid confidential counseling service for employees and eligible dependents; marital/family issues, emotional/ stress concerns, legal/financial issues, substance abuse, and dependent care.

MOU. SCIF (www.scif.ca.gov) or employee's personnel office

Workers Compensation Program – Work related injury/illness disability insurance. Benefits include Industrial Disability Leave (IDL), Enhanced IDL (EIDL), Temporary Disability (TD).

Savings Plus Program (www.sppforu.com)

Savings Plus Program (SPP) – Voluntary program offering 401(k) and 457 plans, which allow employees to direct tax-deferred payroll deductions to investments that will supplement their retirement benefits. Available to all permanent employees.

SCO (www.sco.ca.gov) or employee's personnel office

Tax Sheltered Annuity (TSA) – Voluntary program offering 403(b) plan, but limited to employees in specific Bargaining Units related to education.

Other information available from:

EDD = Employment Development Department, www.edd.ca.gov; (1-800-480-3287)
MetLife = Metropolitan Life Insurance Company, www.metlife.com; (1-800-252-8524)
SPB = State Personnel Board, www.spb.ca.gov
STRS = California State Teachers Retirement System www.calstrs.ca.gov; (1-800-228-5453)

Be sure to check your collective bargaining contract it may have additional information.

Acronyms

MOU = Memorandum of Understanding with Collective Bargaining Representatives
SCIF = State Compensation Insurance Fund
SCO = State Controller's Office

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