



COLLEGE OF MARIN

SUMMARY OF EMPLOYEE BENEFITS

College of Marin is pleased to offer a comprehensive benefits program which provides flexibility for the diverse and changing needs of our employees. College of Marin pays directly and completely for a large portion of these benefits which are a valuable part of your overall compensation. We appreciate the effort and dedication you bring to the organization and offer these benefits in recognition of your hard work and to provide security in times of need.

College of Marin offers an array of employer-paid, cost-shared and voluntary benefits. This summary discusses our health-related benefits; more information about these and other benefits is provided in the College of Marin Employee Benefits Guide available on the Employee Benefits website at <http://hr.marin.edu/benefits>.

Core Health Plan Offerings

Medical, Dental, Vision, Life Insurance, Short-Term Disability (except Faculty) and Long-Term Disability.

Voluntary Benefits for Purchase

Flexible spending accounts (Health Care and Dependent Care), Accident, Cancer, Disability, Critical Illness, Hospital Confinement, Term Life, Whole Life, Short-Term Disability with The Hartford (Faculty only) and Pet Insurance.

Full-time Classified and Unrepresented Employees

For benefit eligible CSEA, SEIU, Management, Supervisors, and Confidential, the District contributes between \$1,500.00 - \$2,700.00 per month towards your Medical premium. The District offers the following plans: Kaiser Traditional, Kaiser Deductible, Kaiser HDHP, Blue Shield 100%, Blue Shield 80% and Blue Shield HDHP through SISC our Benefits Administrator. The District contributes 100% towards the Dental and Vision premium for your entire family.

Full-time Faculty

The District Contributes \$2,100.00 per month towards your Medical premium. The District offers the following plans: Kaiser Traditional, Kaiser Deductible, Kaiser HDHP, Blue Shield 100%, Blue Shield 80% and Blue Shield HDHP through SISC our Benefits Administrator. The District contributes 100% towards the Dental and Vision premium for your entire family.

Part-time Faculty

The District Contributes \$2,050.00 per month towards your Medical premium for eligible part-time faculty. The District offers the following plans: Kaiser Traditional and Kaiser Deductible. Part-Time Faculty are also eligible for a Dental Reimbursement program (not insurance) and the Employee Assistance (EAP) program.

We encourage all employees to have health insurance, either through College of Marin or another source. While you may not think you need health insurance, it is still a good idea. Our plans give you access to preventive and wellness care to help you stay healthy and identify potential problems before they become serious health threats. Accidents can happen, sometimes with terrible consequences through no fault of your own.

Eligibility

You and your covered family members become eligible for health-related benefits on the 1st day of the month following your hire date (e.g. If you start on the 15th of a month, your coverage will take effect on the 1st of the next month. If you start on the 1st of a month, your coverage will take effect on the 1st of the next month). Family members include your spouse, domestic partner, and/or dependent children.

If you are ineligible for health benefits through College of Marin, you may be eligible for the Blue Shield 2-Tier Anchor Bronze plan through Self-Insured Schools of California (SISC) our Benefits Administrator. Also you may reach out to Keenandirect.com or call them at 1-855-653-3626 M-F 8am-6pm. They can assist you with your individual health insurance needs at no cost.

College of Marin offers a variety of plans including PPO, HMO and HSA Options. These plans meet or exceed the Gold Standard of the Affordable Care Act. College of Marin medical health, dental, and vision insurance are administered by Self-Insured Schools of California.

Most benefit options allow you to include eligible family members or dependents.

There are many other no-cost benefits provided by SISC through your medical plan. See College of Marin Employee Benefit Guide located on line at <http://hr.marin.edu/benefits>.

For more information, visit the College of Marin website at <http://hr.marin.edu/benefits>