

# California State Employee Benefits

## Quick Reference Guide

Benefit Description and Information	Website/Contact
<input type="checkbox"/> <b>Alternate Retirement Program (ARP)</b> – Retirement savings program that certain state employees first hired 8/11/2004 – 6/30/2013 were automatically enrolled in for their first two years of employment.	<b>Savings Plus</b> (www.savingsplusnow.com), 1-855-616-4SPN (4776), or your personnel office
<input type="checkbox"/> <b>Annual Leave</b> – Voluntary program that combines both sick leave and vacation. Available to excluded employees and some bargaining units. May be used with Enhanced Non-Industrial Leave benefits.	<b>CalHR</b> (www.calhr.ca.gov) or your personnel office
<input type="checkbox"/> <b>Awards – Employee Suggestion Program</b> – Rewards employees for ideas that reduce state operations/costs. <b>Medal of Valor Award</b> - Highest honor the state can bestow on its employees who perform acts of heroism or risk their life to save another. <b>Superior/Sustained Accomplishment Awards</b> - Recognizes outstanding employee performance. <b>25 Year Service and Retirement Awards</b> - Recognition for 25 years of State service and retirement.	<b>CalHR</b> (www.calhr.ca.gov) or your personnel office
<input type="checkbox"/> <b>Cash Option</b> – Receive cash in lieu of your state-sponsored health and/or dental benefits. Available through Consolidated Benefits or FlexElect.	<b>CalHR</b> (www.calhr.ca.gov) or your personnel office
<input type="checkbox"/> <b>Common Carrier Travel and Accident Insurance</b> – State-paid benefit provided for managers, supervisors, confidential, and other specified, excluded employees that are required to travel on state business away from their permanently assigned work premises.	<b>CalHR</b> (www.calhr.ca.gov) or your personnel office
<input type="checkbox"/> <b>Consolidated Benefits (CoBen)</b> – CoBen allowance pays for health, dental, and vision benefits. Cash Option is available if covered by other insurance. Available to excluded employees and some bargaining units.	<b>CalHR</b> (www.calhr.ca.gov) or your personnel office
<input type="checkbox"/> <b>Consolidated Omnibus Budget Reconciliation Act (COBRA)</b> – Continuation of health, dental, and vision insurance coverage for employees and eligible dependents who lose benefits by age, termination, resignation, or layoff.	<b>CalHR</b> (www.calhr.ca.gov) or your personnel office
<input type="checkbox"/> <b>Death Benefits</b> – Benefits available to legal survivors and/or designees of state employees; see "Planning Ahead" booklet on CalHR website.	<b>CalHR</b> (www.calhr.ca.gov) or your personnel office
<input type="checkbox"/> <b>Dental</b> – Dental insurance for employees who have an appointment of six months or more and a time base of half-time or more and their eligible dependents.	<b>CalHR</b> (www.calhr.ca.gov) or your personnel office
<input type="checkbox"/> <b>Employee Assistance Program (EAP)</b> – State-paid confidential counseling service for employees and eligible dependents; marital/family issues, emotional/personal and stress concerns, legal/financial issues, substance abuse, elder/dependent care, ID theft recovery services, and daily living services.	<b>Managed Health Network</b> 1-866-EAP-4SOC (1-866-327-4762) or TDD 1-800-327-0801
<input type="checkbox"/> <b>Enhanced Non-Industrial Disability Insurance (ENDI)</b> – Disability insurance for a non-work-related illness or injury. Available to employees who are CalPERS/ CalSTRS members enrolled in the Annual Leave Program and not represented by SEIU Local 1000.	Your personnel office
<input type="checkbox"/> <b>FlexElect Program</b> – Voluntary tax savings program available to employees who have a permanent appointment and a time base of half-time or more. Plan options are <b>Dependent Care Reimbursement</b> and <b>Medical Reimbursement</b> . <b>Cash Option</b> is available if covered by other insurance.	<b>CalHR</b> (www.calhr.ca.gov) or your personnel office
<input type="checkbox"/> <b>Group Legal Services Insurance</b> – Voluntary employee-paid legal plan for permanent or probationary employees with a time base of half-time or more.	<b>CalHR</b> (www.calhr.ca.gov) or your personnel office
<input type="checkbox"/> <b>Health</b> – Health insurance for employees who have a permanent or limited-term appointment of more than six months (at least six months and a day) and a time base of half-time or more.	<b>CalPERS</b> (www.calpers.ca.gov)
<input type="checkbox"/> <b>Health Promotion (California WorksWell)</b> – Promotes healthy lifestyles to prevent illness/disability and improve the physical health and mental well-being of the state workforce.	<b>CalHR</b> (www.calhr.ca.gov)
<input type="checkbox"/> <b>Life Insurance</b> – State-paid program available to excluded employees who have a permanent appointment and a time base of half-time or more. Voluntary employee-paid supplemental coverage available.	<b>CalHR</b> (www.calhr.ca.gov) or <b>MetLife</b> 1-800-252-8524

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Benefit Description and Information (continued)	Website/Contact
<input type="checkbox"/> <b>Long-Term Care</b> – Voluntary employee-paid insurance which helps protect against the catastrophic costs of long-term care. Available to all California public employees, retirees, their spouses, parents, parents-in-law, and adult siblings.	<b>CalPERS</b> ( <a href="http://www.calpers.ca.gov">www.calpers.ca.gov</a> ) or your personnel office
<input type="checkbox"/> <b>Long-Term Disability</b> – Voluntary employee-paid income protection disability insurance available to excluded employees who have a permanent appointment and a time base of half-time or more.	<b>CalHR</b> ( <a href="http://www.calhr.ca.gov">www.calhr.ca.gov</a> ) or your personnel office
<input type="checkbox"/> <b>Non-Industrial Disability Insurance (NDI)</b> – Disability insurance for a non-work-related illness or injury. Available to employees who are CalPERS/STRS members and not represented by SEIU Local 1000.	Your personnel office
<input type="checkbox"/> <b>Part-Time/Seasonal/Temporary Program (PST)</b> – Mandatory retirement program for part-time, seasonal, or temporary employees who are excluded from CalPERS.	<b>Savings Plus</b> ( <a href="http://www.savingsplusnow.com">www.savingsplusnow.com</a> ), 1-855-616-4SPN (4776), or your personnel office
<input type="checkbox"/> <b>Pre-Tax Parking</b> – Voluntary program available to employees who drive a personal vehicle to work and pay for parking.	<b>CalHR</b> ( <a href="http://www.calhr.ca.gov">www.calhr.ca.gov</a> ) or your personnel office
<input type="checkbox"/> <b>Retirement</b> – Provides service/disability retirement and death benefits for eligible employees.	<b>CalPERS</b> ( <a href="http://www.calpers.ca.gov">www.calpers.ca.gov</a> ) or your personnel office
<input type="checkbox"/> <b>Savings Plus Program (SPP)</b> – Voluntary program offering <b>401(k)</b> and <b>457</b> plans, which allow employees to direct before-tax and designated Roth payroll deductions to investments that will supplement their retirement benefits. Available to all permanent employees.	<b>Savings Plus</b> ( <a href="http://www.savingsplusnow.com">www.savingsplusnow.com</a> ), 1-855-616-4SPN (4776), or your personnel office
<input type="checkbox"/> <b>ScholarShare College Savings Plan</b> – California’s official 529 college savings plan, administered by the ScholarShare Investment Board, an agency of the State of California. Provides families with a tax-advantaged way to save for college.	<b>ScholarShare College Savings Plan</b> ( <a href="http://www.scholarshare.com">www.scholarshare.com</a> ) or 1-800-544-5248
<input type="checkbox"/> <b>State Disability Insurance (SDI)/Paid Family Leave (PFL)</b> – Employee-paid disability insurance for a non-work-related illness or injury. Includes paid family leave benefits. Available to employees in SEIU bargaining units.	<b>Employment Development Dept.</b> ( <a href="http://www.edd.ca.gov">www.edd.ca.gov</a> ), or 1-866-352-7675
<input type="checkbox"/> <b>Tax Sheltered Annuity (TSA)</b> – Voluntary program offering <b>403(b)</b> plan, but limited to employees in specific Bargaining Units related to education.	<b>SCO</b> ( <a href="http://www.sco.ca.gov">www.sco.ca.gov</a> ) or your personnel office
<input type="checkbox"/> <b>Vision</b> – State-paid vision insurance that covers employees who have an appointment of six months or more and a time base of half-time or more and their eligible dependents. Employee-paid enhanced plan also available.	<b>CalHR</b> ( <a href="http://www.calhr.ca.gov">www.calhr.ca.gov</a> ) or your personnel office
<input type="checkbox"/> <b>Workers Compensation Program</b> – Coverage for injuries and illnesses that are work-related.	<b>SCIF</b> ( <a href="http://www.statefundca.com">www.statefundca.com</a> ), <a href="http://www.calhr.ca.gov">www.calhr.ca.gov</a> or your personnel office

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



CALIFORNIA DEPARTMENT OF HUMAN RESOURCES

Benefits Division

(916) 322-0300 [www.calhr.ca.gov](http://www.calhr.ca.gov)

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