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POLICY/PROCEDURE NUMBER: 10-P.A.-016

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SUBJECT: BENEFITS

EFFECTIVE DATE: December 18, 2019

REVIEW DATE: December 18, 2020

AMENDS/SUPERSEDES: January 27, 2010 version; February 16, 2011 version; January 8, 2014 version; January 7, 2015 version.

IACLEA STANDARDS: N/A

CSU POLICE SYSTEMWIDE POLICY – NO

APPROVED: Gregory L. Murphy, Chief of Police

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I. PURPOSE

The purpose of this policy is to provide an informational resource to all Department of Police Services employees in relation to benefits as they are outlined by California State University, Northridge (CSUN) and the respective bargaining unit agreements.

II. POLICY

It shall be the policy of California State University, Northridge Department of Police Services to abide by all federal and state law and regulations, CSU policies and Executive Orders and bargaining unit agreements involving employee benefits.

III. BENEFITS

A. Retirement Program

1. The California State University System offers retirement benefits through California Public Employees' Retirement System (CalPERS). Full-time employees, or those who meet eligibility requirements, are eligible for retirement benefits. Information on eligibility, terms and specifics depending on bargaining unit can be found on the CSUN Office of Human Resources' Benefits Administration website under "Retirement and Savings" at <http://www.csun.edu/benefits/retirement-savings-programs> or the CSU website at <http://www.calstate.edu/hr/benefits>.

B. Health Insurance Program

1. Health care plans are available to all bargaining units. For the CSU, health insurance includes medical, dental and vision benefits. Information on the types

of healthcare programs can be found on the CSUN Office of Human Resources' Benefits Administration website under "Health Care Plans" at <http://www.csun.edu/benefits/health-care-plans>. For specific information on medical programs, visit <http://www.csun.edu/benefits/medical-benefit-plans>; for information on dental programs, visit <http://www.csun.edu/benefits/dental-benefit-plans>; for information on the vision program visit <http://www.csun.edu/benefits/vision-benefit-plan>.

C. Disability and Death Benefits Program

1. The California State University System provides Basic Life, Accidental Death and Dismemberment (AD&D), Voluntary Life and Long Term Disability Insurance to eligible CSU employees. Information on these programs can be obtained through the CSUN Office of Human Resources' Benefits Administration website under "Disability and Life Insurance" at <http://www.csun.edu/benefits/disability-life-insurance-programs>.

D. Liability Protection Program

1. Employees are covered from liability for actions or omissions occurring in the course and scope of his/her employment as outlined in California Government Code Section 825-825.6.

E. Employee Educational Benefits

1. The California State University System offers an employee Fee Waiver and Reduction Program for CSUN employees, their spouses, registered domestic partners and dependents. All eligible represented and non-represented employees may enroll in a maximum of two courses or six units per semester, whichever is greater, using the CSU employee fee waiver benefit. Information on eligibility, enrollment, fees and deadlines can be obtained through the CSUN Office of Human Resources' Benefits Administration website under "Fee Waiver" at <http://www.csun.edu/benefits/fee-waiver-reduction-program>.

F. Additional Benefits Available to Employees

1. Employees have access to numerous other benefits that include the following and may be accessed on the CSUN Office of Human Resources' Benefits Administration website at <http://www.csun.edu/benefits>. These include Savings, Leave of Absence, Workers' Compensation, Paid Time Off, and Flexible & Voluntary Benefit plans.

In addition to the information provided above, benefits summaries by bargaining unit can be found on the CSUN Office of Human Resources' Benefits Administration website at <http://www.csun.edu/benefits/employee-benefits-summaries>.