



Santa Monica Community College District
Office of Human Resources
New Employees – Benefits Eligibility Chart

The following chart lists all employee groups' eligibility requirements for district-sponsored health benefits.

Employee Group	Eligibility Timeline	Medical	Dental	Vision	Life & AD&D	District-Paid
Classified Staff (CSEA Members) <i>Non-faculty and non-management positions. Includes full-time, 10 and 11 month employees, and part-time permanent staff.</i>	Eligibility is based on hire date and the employee must work 20 hours or more per week. Coverage begins the first of the month following the hire date as long as the employee works at least 10 days in the month of hire.	CalPERS Medical Plans*	Delta Dental DMO or PPO	VSP	Sun Life	Yes, Full-time Employees (35+ hours/week), the District pays 100% of the medical, dental, & vision premiums for the employee and eligible dependents.
Classified Managers <i>Non-represented managers that supervise non-instructional areas.</i>						Part-time Employees (20-34 hours/week), when medical coverage is elected, the District contributes a pro-rated amount towards the employee and eligible dependents coverage based on the employee's FTE (full-time equivalency). When Dental and Vision coverage are elected ONLY, the District pays 100% of premiums for the employee and eligible dependents.
Confidential Classified <i>Non-faculty and non-management classified positions designated as "confidential".</i>						
Police (POA Members) <i>Police officers</i>						
Academic Administrators <i>Non-represented administrators such as Deans & VP's that oversee academic areas.</i>						District-paid Life and AD&D Insurance covers the employee only.
Board of Trustees and Personnel Commission Members	Board of Trustees and Personnel Commission members' eligibility are based on date of appointment. Coverage begins the first of the month following the appointment date as long as the employee works at least 10 days in the month of hire.	CalPERS Medical Plans*	Delta Dental DMO or PPO	VSP	Sun Life	Yes, Trustees and Commission members the District pays 100% of the medical, dental, & vision premiums for the employee and eligible dependents. District-paid Life and AD&D Insurance covers the employee only.
Full-Time Faculty (FA Members) <i>Probationary and Tenured Faculty who have employment contracts with SMC.</i>	Full-time Faculty eligibility is based on hire date. Generally, full-time faculty members are hired at the start of the Fall or Spring semester. Faculty hired in the Fall the initial coverage start date is October 1 st and Faculty hired in the Spring the initial coverage start date is March 1 st .	CalPERS Medical Plans*	Delta Dental DMO or PPO	VSP	Sun Life	Yes, Full-time Faculty the District pays 100% of the medical, dental, & vision premiums for the employee and eligible dependents. Full-time Faculty working a reduced full-time load, the District contributes a pro-rated amount towards the employee and eligible dependents coverage based on the employee's FTE (full-time equivalency). District-paid Life and AD&D Insurance covers the employee only.

*Employees who enroll in the PERSCare medical plan must pay the difference between PERSCare and the second highest CalPERS medical plan.



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Adjunct Faculty (FA Members) <i>Part-time Faculty</i>	Adjunct faculty initial eligibility is based on the member working at least two of the last six semesters, and in the current semester receives and works an assignment of at least five hours a week. Eligibility is reviewed the third week of the Fall and Spring semesters.	Non-PERS Kaiser Medical Plan	Delta Dental DMO or PPO	VSP	N/A	Yes, the District pays 100% of the premiums for <u>one</u> of the following coverage types: <u>Medical</u> - single-level only; <u>or Dental</u> - up to family-level ; <u>or Vision</u> – up to family-level In addition to District-paid coverage, Adjunct Faculty can purchase additional dental, vision, or dependent medical coverage. The District does not contribute toward purchased coverage.
Project Managers <i>Non-represented, non-permanent Program Managers who oversee grant-funded programs.</i>	Project Managers eligibility is based on hire date and must work 20 hours or more per week. Coverage begins the first of the month following the hire date as long as the employee works at least 10 days in the month of hire.	Non-PERS Kaiser Medical Plan	Delta Dental DMO or PPO	VSP	Sun Life	Yes, the District pays 100% of the premiums for employee only coverage for medical, dental, & vision. Dependent coverage can be purchased. The District does not contribute towards dependent premiums. For part-time Project Managers, the District’s contribution to health coverage is pro-rated based on the employee’s FTE (full-time equivalency). District-paid Life and AD&D Insurance covers the employee only.