

Cal Poly Pomona Enterprises offers a comprehensive benefit¹ package, with some benefits fully funded by the employer. The following is a summary of benefits currently available to eligible, benefited employees.

HEALTH INSURANCE

CPP Enterprises offers medical, dental, and vision coverage to its employees and their eligible dependents. Health insurance coverage includes 2 HMO and 1 PPO options including United Health Care and Kaiser. CPP Enterprises contributes a significant amount to the monthly premium that employee’s premiums are at little to no cost each month.

CPP Enterprises offers **dental and vision coverage** to employees and their families at little to no cost.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

CPP Enterprises offers 2 EAPs, through Optum and Mutual of Omaha at no cost to you. Our EAPs are designed to provide confidential support for life’s challenges or more serious problems. You and your family members receive 5 free visits per concern with the Optum EAP and 3 free visits per concern with the Mutual of Omaha EAP.

RETIREMENT PLAN (CalPERS)

As an employee of CPP Enterprises working at least half time, you are automatically enrolled and become a member of the largest public pension program in the nation, California Public Employees Retirement System (CalPERS).

CalPERS is a defined benefit plan, which provides a **lifetime** retirement benefit based on the employee’s applicable retirement formula, age at retirement, years of service credit, and compensation.

CPP Enterprises offers other retirement savings programs including the **PARS 457B and 403B plans**.

LIFE INSURANCE

CPP Enterprises offers Basic Life and AD&D insurance coverage for eligible employees, providing protection for your beneficiary in the event of your death. Basic Life and AD&D is **100% employer paid, no cost to you**.

LONG TERM DISABILITY INSURANCE

CPP Enterprises provides employees with Long Term Disability insurance coverage, which is **100% employer paid, no cost to you**.

VOLUNTARY BENEFITS

CPP Enterprises offers additional voluntary benefits including Flexible Spending Accounts for medical and dependent care, voluntary term life insurance, Enterprises Flex Dollar program, educational assistance program, and more!

HOLIDAYS

CPP Enterprises offers **14 paid holidays** and participates in the annual campus closure from Christmas Eve through New Year’s Day. Observed holidays include:

Martin Luther King, Jr. Day	Cesar Chavez Day	Memorial Day
Juneteenth	Independence Day	Labor Day
Veterans Day	Thanksgiving Day	Day After Thanksgiving
Christmas Day	New Years’s Day	Annual Campus Closure includes 3 paid holiday days

In addition to paid holidays, CPP Enterprises employees receive **1 Personal Holiday** per calendar year.

VACATION

CPP Enterprise employees accrue vacation time in accordance with the following schedule:

Length of Service (months)	Annual Amount	Accrual Rate Per Hour	Accrual Rate Per Week
1 to 36	10 days	0.03849	1.538
37 to 72	15 days	0.05769	2.307
73 to 120	17 days	0.06538	2.615
121 to 180	19 days	0.07307	2.923
181 to 240	21 days	0.08076	3.230
241 to 300	23 days	0.08846	3.538
301+	24 days	0.09230	3.692
MCP Employees	24 days		3.692

SICK LEAVE

CPP Enterprise benefited employees accrue sick leave credit at 0.04615 per hour and 1.846 hours per week.

¹ Benefit programs are subject to change and do not represent any guarantee of employment.