The Human Resource Programs Office is responsible for the administration of CSUCI employee benefits plans. The Office is located in the Administration Building, Room 109 and is open for walk-in inquiries between 8:00 a.m. and 5:00 p.m. You may call the main phone number (805) 437-8490 between 8:00 a.m. and 5:00 p.m.

DENTAL BENEFITS PROGRAM SUMMARY

PROGRAM: Delta Dental of California (basic and enhanced) is the dental plans available to eligible employees. The dental insurance premium is employer paid. Provisions of the Collective Bargaining Agreements may modify the CSU dental plan benefits.

   Delta Dental Premier (Indemnity Plan)       http://www.deltadentalca.org
   Delta Care/PMI (Prepaid Plan)              http://www.deltadentalca.org

EXPLANATION OF PLANS: See The California State University Dental Plans summary sheet.

ELIGIBILITY: Employees must be half-time or more in an appointment that exceeds six (6) months (7.5 teaching units per academic year for faculty, Unit 3). Note: It is the employees’ responsibility to request additions, deletion, or changes in their enrollment in a timely manner.

NEW ENROLLMENTS: Employees have 60 calendar days from the date of eligibility to enroll self and dependents in dental benefits. In order to enroll, employees must complete an Enrollment Worksheet available in Human Resources. If you complete the enrollment documents by the end of the month coverage is effective the 1st of the second month. Do not use your dental insurance until the deduction appears on your pay stub.

OPEN ENROLLMENT: If you wish to change dental plans you may do so during the open enrollment period which is September through October with an effective date of January.

COBRA: If you become ineligible because of a reduction in time base you may continue your coverage under the provisions of COBRA. If your dependents become ineligible the coverage may be continued under the provisions of COBRA. Please contact Human Resources for details.

DIRECT PAY: If you are on a formal leave of absence without pay or are in an approved non-pay status you may elect to pay the full premium for your coverage. Please contact Human Resources for details.

FlexCash Plan: Eligible employees may waive CSU dental coverage in exchange for cash if you have other non-CSU coverage. Please see the CSU FlexCash Plan Brochure for details.
HEALTH BENEFITS PROGRAM SUMMARY

PROGRAM: A variety of health plans are available. Provisions of Collective Bargaining Agreement may modify the CSU health plan contribution level.

ELIGIBILITY: Employees must be half-time or more in an appointment that exceeds six (6) months (7.5 teaching units per academic year for faculty, Unit 3). Note: It is the employees’ responsibility to request additions, deletions, or changes in their enrollment in a timely manner. (Hyperlink to CalPERS)

Health Plans: There are two (2) general types of health plans available. The two types of plans are Health Maintenance Organizations (HMOs) and Preferred Provider Organizations (PPOs). (Hyperlink to CalPERS)

- Blue Shield Access + HMO: [http://www.blueshieldca.com](http://www.blueshieldca.com)
- Kaiser: [http://www.kaiserpermanente.org](http://www.kaiserpermanente.org)
- Blue Cross (for PersCare and PersChoice): [http://www.bluecrossca.com](http://www.bluecrossca.com)

NEW ENROLLMENTS: Employees have 60 calendar days from the date of eligibility to enroll in health benefits via the normal enrollment process. In order to enroll, employees must complete an Enrollment Worksheet available in Human Resources. If you are enrolling a spouse to your health insurance, please attach a copy of your marriage certificate or the top portion of your tax return to the Enrollment Worksheet. For staff and administrators coverage becomes effective the first of the month following the date the enrollment form is signed and submitted to Human Resources. Faculty who enroll within the first pay period of the fall semester are covered October 1.

DEPENDENT ELIGIBILITY: (Hyperlink to CalPERS)

OPEN ENROLLMENT: If you wish to change health plans you may do so during the open enrollment period, between September and October with an effective date of January 1.

COBRA: You may elect to cancel your health insurance at any time. If you become ineligible because of a reduction in time base you may continue your coverage under the provisions of COBRA. If your dependents become ineligible the coverage may be continued under the provisions of COBRA. Please contact Human Resource Programs for details.

DIRECT PAY: If you are on a formal leave of absence without pay or are in an approved non-pay status you may elect to pay the full premium for your coverage. Please contact Human Resource Programs for details.

FlexCash Plan: Eligible employees may waive CSU group health in exchange for cash if you have other non-CSU coverage. Please see the CSU FlexCash Plan Brochure for details.