

Benefits Overview

Clinician Educators



Agenda

Overview

- **Welcome**
 - › Reggie Johnson (University HR Service Team)

- **Retirement Savings/Tuition Grant Program/University HR Service Team**
 - › Presenter: James Jezyk (University HR Service Team)

- **Disability Leaves (maternity, medical)**
 - › Presenter: Kristi Martik (Disability & Leaves Service Team)

- **Faculty Staff Help Center**
 - › Presenter: Rosan Gomperts, LCSW (Faculty Staff Help Center)

- **WorkLife benefits (childcare services, childcare subsidy grant)**
 - › Presenter(s): Caitlin Azhderian and Cindy McGregor (WorkLife Office)

**Retirement Savings:
Stanford Contributory Retirement Plan (SCR)-
403(b)**

Presenter: James Jezyk

SCRP

Tax-Deferred Account (TDA)

- Available to you **after one paycheck**
- Enrollment is voluntary
- Contributions – Employee
- Accepts before-tax employee contributions
- Accepts rollover savings from previous employers
- Withdrawals without penalty after age 59½, even when still employed at Stanford

Contributory Retirement Account (CRA)

- Available to you **after one-year of eligible service**
- Enrollment is automatic with a **4%** contribution by you

Year	Basic	Match	Total
1	1% of eligible earnings	5% of eligible earnings	6%
2	2% of eligible earnings	5% of eligible earnings	7%
3	3% of eligible earnings	5% of eligible earnings	8%
4	4% of eligible earnings	5% of eligible earnings	9%
5	5% of eligible earnings	5% of eligible earnings	10%

- Contributions – Stanford and Employee
- Accepts before or after tax employee contributions
- Rollover savings are not accepted
- Withdrawals are allowed when you leave Stanford, with some limited exceptions

Retirement Savings: 457(b) Deferred Compensation Plan

Presenter: James Jezyk

457(b) Deferred Compensation Plan

Plan Description

The 457(b) is a tax-deferred savings plan that offers a savings opportunity in addition to any amounts you defer to the SCRP. The plan allows you to save more of what you earn on a before-tax basis, defer taxes until you take the money out of the plan and choose how to invest your deferrals.

Who Is Eligible?

- You are eligible to participate in the plan if your base salary is \$175,000/year or more, you are employed in a benefits eligible position and you are an accredited investor.
- An accredited investor:
 - Individual net worth, or joint net worth with spouse, exceeds \$1,million.
 - Income in excess of \$200,000 in each of the two most recent years or joint income with spouse in excess of \$300,000 in each of the two most recent years
 - Is a Trustee or Officer of the University

Contribution Limits

- Contribution Limits are set by the IRS and may change from year to year. For 2017, the limit is \$18,000.00
- There is no catch up provision for those 50 years of age or older

Enrollment

- Enrollment is done each year during 457(b) open enrollment period in December for a January 1st start date.
- Enrollment can not be changes or stopped without an unforeseen emergency as defined by the plan.

Tuition Grant Program (TGP)

Presenter: James Jezyk

Tuition Grant Program (TGP)

Program Description

TGP helps eligible faculty, staff and retirees pay for the cost of undergraduate college education for their eligible children.

Who Is Eligible?

- Staff: Regular or fixed-term employees including bargaining unit and academic teaching staff, working 50 percent time or greater, with five years of benefits-eligible service.
 - Official Retirees: Remain eligible for TGP, (if you met the service requirement prior to retirement)

What Is Covered?

- Tuition or fees for your child's school. Only accredited institutions are eligible for TGP.
- TGP will not pay for expenses such as room and board, books and course materials, health insurance, transportation, parking and more.

Benefit Amount

The maximum TGP benefit is the lesser of:

- The cost of tuition or fees for your child's school, less any applicable grants or scholarships, or
- Up to one half of Stanford's tuition for the current academic year.

Staff Tuition Reimbursement Program (STRP)

Presenter: James Jezyk

Staff Tuition Reimbursement Program (STRP)

Program Description

STRP supports your development by providing partial or full payment of tuition and covered fees and expenses for courses meeting requirements of undergraduate or graduate degree programs.

Who Is Eligible?

- Regular or fixed-term employees, with one (1) year of benefits-eligible service, working 50 percent time or greater (including non-academic staff, academic staff and bargaining unit staff).
- Faculty, temporary or casual employees and retirees are not eligible.

What Is Covered?

- Tuition
- Covered fees (registration, lab fees, technology fees, course fees, eLearning fees)
- Required books, supplies and equipment

Benefit Amount

- \$5,250 for regular staff; Note: Payments in excess of \$5,250 in a calendar year will be reported as taxable income to the employee
- Payments and reimbursements are pro-rated for part-time eligible staff.

Staff Training Assistance Program (STAP)

Presenter: James Jezyk

Staff Training Assistance Program (STAP)

Program Description

Beginning on your start date, STAP provides reimbursement for tuition, registration fees and required textbooks for any training activity directly related to your job or a career development effort.

Who Is Eligible?

- Regular or fixed-term employees working 50 percent time or greater, including non-academic staff, academic staff and bargaining unit staff.
- Faculty, temporary or casual employees and retirees are not eligible.

What Is Covered?

- Tuition and registration fees
- Required course textbooks, CD's or tapes
- Stanford Health Improvement Program (HIP); Note: Not all HIP courses are STAP approved
- Stanford Continuing Studies courses
- Stanford Technology Training Courses
- Registration fees for seminars, courses, workshops and professional conferences may also be eligible

Benefit Amount

- \$800 for regular staff
- \$700 for employees covered by SEIU Collective Bargaining Agreement

University HR Service Team

Presenter: James Jezyk

University HR Service Team

The University HR Service Team is available to answer your questions about Stanford's benefits offerings (Health, Retirement Savings, Tuition and Training) and help you elect or change your benefits.

Contact us

- Monday through Friday, 8:00am to 5:00pm
- Phone: 650-736-2985 or 877-905-2985
- Chat/Online request: cardinalatwork.stanford.edu/benefits-rewards/my-benefits

Disability Leaves

Presenter: Kristi Martik

Disability and Leave Services (DLS)

Who we are

- Disability and Leave Services (DLS) is the HR Operations unit which manages all aspects of an employee's disability needs from start to finish, and keeps the HR client fully informed during the life cycle of a disability claim and/or leave.

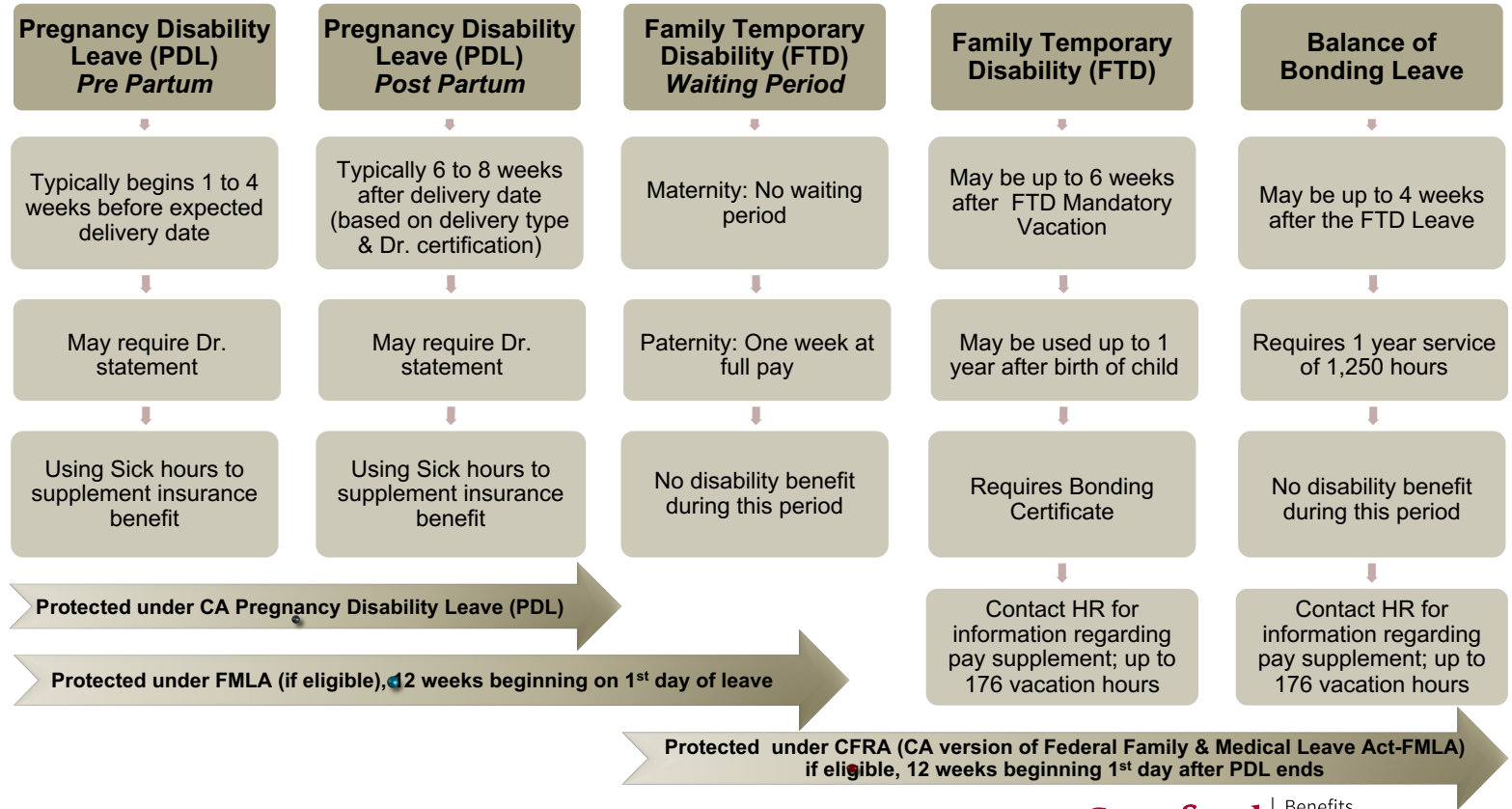
Who we serve

- All benefits-eligible faculty, academic and regular staff

Disability Related Leaves

Short Term Disability (VDI/STD)	Family Temporary Disability (FTD)
Pregnancy Disability Leave (PDL)	Family and Medical Leave (FMLA) / California Family Rights Act (CFRA)
Long Term Disability (LTD)	Workers' Compensation (WC)

Typical Maternity Leave



Faculty Staff Help Center (FSHC)

Rosan Gomperts, Director



Mission

- ▶ By providing an easily accessible channel for resolving work-related and personal problems, the FSHC assists clients in restoring or improving levels of job performance, morale, and personal and professional well-being.

Services Provided

- ▶ Free, confidential counseling and consultation for faculty, staff and post-docs of the University and Hospital and clinics including immediate family members through age 26
- ▶ Up to 10 sessions per issue
- ▶ Help with referrals to Community resources
- ▶ Groups and Workshops
- ▶ Facilitated conversations
- ▶ On-line resources
- ▶ Part of University threat assessment team

How to find the FSHC

- ▶ Call or email to make an appointment
- ▶ Hours 8 am to 6 pm, Monday thru Friday
- ▶ Locations:
- ▶ Main offices on campus at:
 - 408 Panama Mall
 - Alway Building in the Medical School
- ▶ SLAC – in Occupational Health Office
- ▶ San Jose office

Services we offer to Programs

- ▶ Grief in the Workplace
- ▶ Managing Stress
- ▶ Communicating With Tact and Skill
- ▶ Facilitating Workplace Difficulty

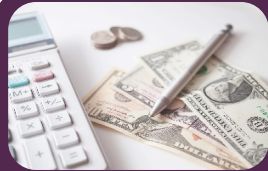
Stanford WorkLife Office Programs & Services 2017

CAITLIN AZHDERIAN, WORKLIFE PORTFOLIO MANAGER
CINDY MCGREGOR, WORKLIFE PROGRAM COORDINATOR

How can the WorkLife Office assist you?



Active Aging and
Elder Resources



Financial Assistance
Programs



Education and
Resources



Back-Up Care



On-Site Child Care
& Parenting
Resources

Worklife Integration – Team & Individual Consultations

- Identify your role models
- Establish your life and work goals
- Set boundaries that will work for you
- Build your networks
- Create your community of support ...your village
- Work with your partner/network to establish warning signs and positive markers

END