

The California State University  
Office of the Chancellor  
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Code: HR 2001-34

**Date:** November 19, 2001

**To:** CSU Presidents

**From:** Jackie R. McClain  
Vice Chancellor  
Human Resources



**Subject:** Executive Benefit Enhancements

The Board of Trustees approved the following Executive benefit program improvements at its November board meeting.

**Basic Term Life and Accidental Death and Dismemberment Insurance (AD&D)**

Effective January 1, 2002, the basic term life and AD&D insurance benefits are increased to \$250,000. A technical letter providing rate changes is forthcoming.

**Pre-Tax Parking Plan**

Effective January 1, 2002, Executives are eligible to enroll in the Pre-Tax Parking Plan consistent with the program implementation procedures previously communicated to campuses.

**Catastrophic Leave Donation Program.**

Effective November 14, 2001, Executives may donate up to 32 hours of leave credits per fiscal year in increments of one hour or more. Section 42933 of Article 4.2, Subchapter 7, Chapter 1, Division 5 of Title 5 of the California Code of Regulations was amended to reflect this change.

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**Distribution:**

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**Non-Industrial Disability Insurance (NDI) Benefit**

Effective November 14, 2001, the non-industrial disability insurance (NDI) benefit is increased from a maximum of \$125 per week to a maximum of \$250 per week for Executives. Executives currently on NDI are to receive the increased benefit beginning November 14, 2001. Please ensure that campus personnel update their NDI guides (page 7) to reflect this benefit change for Executive employees.

**Dependent Fee Waiver**

Effective January 1, 2002, Executive employees eligible for the CSU fee waiver program may transfer their existing fee waiver benefit entitlement maximum to a spouse or dependent child. Campuses may implement this benefit for eligible employees at the beginning of the next academic term (next quarter or semester) after January 1, 2002. This benefit is subject to the following conditions:

- The courses are taken by a spouse or dependent child who is matriculated toward a degree and the courses are for credit toward the degree's requirements,
- This fee waiver benefit does not apply to out-of-state tuition, and
- The administration determines that there is space available in such course offerings for the spouse or dependent child.

Please utilize the dependent fee waiver guidelines as outlined in HR/TD 94-01 when determining eligibility for this benefit, as appropriate. Please note that employee fee waiver guidelines are currently being consolidated into one comprehensive document to be distributed to campuses in the near future.

If you have questions, please contact Pamela Chapin in Human Resources Administration at (562) 951-4414. This HR Letter is available on Human Resources Administration's web page at: <http://www.calstate.edu/HRAdm/memos.shtml>.

JRMcm/pc