

# TOTAL COMPENSATION

Pepperdine University is a special place to work. Just as we prepare students for meaningful and abundant life, we also seek to provide faculty and staff with robust and holistic opportunities to thrive personally, professionally, and spiritually. The influence of our distinctive mission, positive work environment, exceptional people of character, professional development opportunities, wellness programming, beautiful campus facilities, access to an outstanding academic community, and more, all comprise the rich value of working at Pepperdine. Please review the many elements of total compensation below offered to the faculty and staff dedicated to promoting the University's mission.

## HEALTHCARE AND FAMILY WELLBEING

### Core Benefits

#### (100% Employer Paid)

- Accidental Death & Dismemberment
- Business Travel Accidental Death
- Employee Assistance Program (up to 10 free counseling sessions)
- Long-Term Disability
- Term Life Insurance (1x annual salary)

### Medical Coverage Options

#### (Up to 85% Employer Paid)

- Aetna Value Network HMO
- Aetna Broad HMO
- Aetna High Deductible Health Plan
- Kaiser Permanente HMO

### Dental Coverage Options

#### (Up to 78% Employer Paid)

- Delta Dental PPO
- DeltaCare HMO

### Additional Options

- Health Savings Account
- Dependent Care Flexible Spending Account
- Health Care Flexible Spending Account
- MetLife Accident Plan
- MetLife Critical Illness Plan
- MetLife Hospital Indemnity Plan
- MetLife Identity and Fraud Protection
- MetLaw Pre-Paid Legal
- Pet Medical Insurance
- Supplemental Life Insurance
- VSP Vision Care

### Child Care Resources

- Child Care Subsidy Grant
  - Grant awards of up to \$5,000 per family
- KinderCare Learning Centers
  - 10% tuition discount

## RETIREMENT AND FINANCIAL WELLNESS

### Immediately-vested University contributions

- Employees can contribute as soon as their second paycheck
- University contributions equal to 4% of employee base salary and up to a 6% match of employee contributions

- Retirement planning resources, workshops, webinars, and one-on-one consultations
- Monthly retiree health contributions for post-retirement medical expenses
- Eligibility for Federal Student Aid Public Service Loan Forgiveness (PSLF) Program
- Dedicated financial planning resources

## TUITION DISCOUNTS

- Undergraduate Programs
  - Start at 50% discount
  - Additional 5% per year up to 100%
- Tuition Exchange Opportunities
- Reciprocal Tuition Agreements
- Graduate Programs
  - Start at 25% discount
  - Additional 5% per year up to 75%
- Space Available MBA Program

## STAFF PAID TIME OFF

### **Paid Holidays**

13 days per year

### **Paid Sick Leave**

10 days per year;

20 days after 5 years

### **Paid Vacation Leave**

10 days per year; 15 days after 5 years;

20 days after 15 years

### **Paid Floating Holidays**

2 days per year

(after 6 months of service)

### **Paid Volunteer Leave**

5 days (after 5 years of service)

### **Paid Jury/Witness Duty**

10 days per service requirement

### **Paid Bereavement Leave**

3 days per eligible family member

## HOLISTIC WELLNESS

- Discounted Gym Memberships
- Farm Fresh To You (Organic Produce Delivery)
- Free On-Site Group Fitness Classes
- On-Site Vaccine Clinics
- On-Site Cancer and Biometric Screenings
- Wellness Fairs
- Workshops and Webinars by Local Doctors

## LEARNING AND CAREER

- Career Development Opportunities
- Leadership Development Programs
- Learning and Career Growth Library
- Mentorship Program
- Personal and Professional Development Workshops

## UNIVERSITY FACILITIES

- Bookstore
- Chapel
- Credit Union
- Dining Services
- Check Cashing Services
- Free Parking
- Hiking Trails
- Libraries
- Mail Services
- Pool & Jacuzzi
- Putting Green
- Tennis Courts
- Track
- Vanpool Program
- Weisman Museum
- Weight Room

## CAMPUS LIFE

- Advent Service
- Athletic Events
- Chaplain Services
- Community Garden
- Deans' Lecture Series
- Family Movie Night
- Family Picnic
- Good Friday Service
- Harbor Bible Lectures
- Pepperdine Honors
- Prayer Services
- Service Drives and Events
- Spiritual Development Opportunities
- Step Forward Day
- Theatre & Musical Performances
- So much more!



Healthcare benefits are available to employees regularly working 30+ hours per week. Retirement base and matching contributions are available to regular full-time faculty and staff members 26 years of age or older with at least one year of creditable service to the University. Retiree health contributions are available to full-time employees 40 years of age and older with 3 years of continuous service. Tuition remission benefits are for regular, full-time employees working 40 hours per week, their spouses, and eligible dependent children.

*Please contact Human Resources for details at 310.506.4397 or [humanresources@pepperdine.edu](mailto:humanresources@pepperdine.edu)*