

# 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 Accident
- Employee Assistance Program  
(up to 10 free counseling sessions)
- Life Insurance (2x annual salary)
- Long-Term Disability

### Medical Coverage Options

#### (Up to 86% Employer Paid)

- Anthem Vivity HMO
- Anthem Blue Cross Advantage HMO
- Anthem PPO High Deductible
- Kaiser Permanente HMO

### Dental Coverage Options

#### (Up to 84% Employer Paid)

- Delta Dental PPO
- DeltaCare HMO

### Additional Options

- Health Savings Account  
(up to \$1,500 annual University contribution)
- Dependent Care Flexible Spending Account
- Health Care Flexible Spending Account
- Group Term Life Insurance
- MetLife Accident Plan
- MetLife Hospital Indemnity Plan
- MetLife Critical Illness Plan
- MetLaw Pre-Paid Legal
- Pet Medical Insurance
- Supplemental Life Insurance
- VSP Vision Care

### Child Care Subsidy Grant

- Annual awards up to \$5,000 per family

## RETIREMENT

### Immediately-vested University contributions

- 4% of employee base salary
- Up to a 6% match of employee contributions

### Retirement-Ready Resources

- Retirement planning resources, workshops, webinars, and one-on-one consultations
- Monthly retiree health contributions for post-retirement medical expenses

## STAFF PAID TIME OFF

### Paid Holidays

13 days per year (including one full week at Christmas)

### 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

5 days per eligible family member

## CAMPUS LIFE

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

## UNIVERSITY FACILITIES

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

## HOLISTIC WELLNESS

- Discounted Gym Memberships
- Farm Fresh To You (Organic Produce Delivery)
- 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 Program
- Learning and Career Growth Library
- Mentorship Resources
- Personal and Professional Development Workshops and Webinars
- Remote Work

## TUITION REMISSION

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



Healthcare benefits are available to regular employees working 30+ hours per week. Retirement base and matching contributions are available to all regular full-time faculty or 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 regular 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)*