Summary of Benefits for FT Hourly Employees

❖ Holidays: **15 days** per calendar year

❖ Vacation: Accrual rate is:
  
  - **10 days** - 3.1hrs per pay period for first 3 years of service
  - **15 days** - 4.6hrs per pay period for 4-6 years of service
  - **17 days** - 5.2hrs per pay period for 7-10 years of service
  - **19 days** - 5.8hrs per pay period for 11-15 years of service
  - **21 days** - 6.5hrs per pay period for 16-20 years of service
  - **23 days** - 7.1hrs per pay period for 21-25 years of service
  - **24 days** - 7.4hrs per pay period for 26 years+ of service

❖ Sick Leave: **12 days** per year - 3.69 hours accrual per pay period

❖ Bereavement Leave: **5 days** per calendar year

❖ **Medical Insurance:** Available plans: Kaiser HMO, Anthem Blue Cross HMO and PPO. A.S. pays the full monthly premium of Kaiser HMO “Employee Only” coverage. All other coverage levels are available at 90% employer/10% employee premium-share

❖ **Cash-Out Option** if medical coverage is waived, employee may receive: **$460/month - $5,520/year. This is a taxable benefit**

❖ Delta-Dental Insurance: A.S. pays the full monthly premium of employee only coverage. All other coverage levels are available at 90% employer/10% employee premium-share

❖ **VSP-Vision Insurance:** A.S. pays the full monthly premium of employee only coverage. All other coverage levels are available at 90% employer/10% employee premium-share

❖ **BCC-Flexible Spending Plan:** Health Care & Dependent Care Reimbursement. Pre-tax savings benefit to pay for non-covered medical or dependent care expenses

❖ The Hartford-Life Insurance: coverage is equivalent to one time the employee’s annual salary – **no cost to the employee**

❖ The Hartford-AD&D Insurance: coverage is equivalent to one time the employee’s annual salary - **no cost to the employee**

❖ The Hartford-Long Term Disability Insurance: **no cost to the employee**

❖ **Employee Assistance Programs:** **no cost to the employee**

❖ **TIAA – Retirement 403B Plan:** A.S. contributes 7% of employee’s gross regular earnings to a tax-sheltered annuity plan on behalf of the employee. **The employee is not required to make any contributions to the plan – no cost to the employee**

❖ **Sage Financial Wellness**

❖ Educational Assistance/Tuition Reimbursement: **$5,250** per calendar year. **This is a non-taxable benefit**

❖ **Free ARC Membership**

❖ **AFLAC Optional Plans:** Accident Advantage, AFLAC Cancer Care, Critical Care Protection, and Short Term Disability

❖ **SDSU Children’s Center Discount – Student Rate**

❖ **MBAC Youth Camp Discount – 20%**