

2017 Summary of Benefits for FT Hourly Employees

- ❖ Holidays: **14 days** per calendar year
- ❖ Vacation: **10 days** per year (accrual rate is 3.1hrs per pay period (ppp) - for first 3 years. Accrual increases to **15 days** (4.6hrs ppp): 4-6 years, **17 days** (5.2hrs ppp): 7-10 years, **19 days** (5.8hrs ppp): 11-15 years, **21 days** (6.5hrs ppp): 16-20 years, **23 days** (7.1hrs ppp): 21-25 years, **24 days** (7.4hrs ppp): 26 years+ of service
- ❖ Sick Leave: **12 days** per year (3.69 hours accrual per pay period) – unlimited accrual
- ❖ Bereavement Leave: **3 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
- ❖ **EBA&M-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 two times annual salary – ***no cost to the employee***
- ❖ **Hartford-AD&D:** 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***
- ❖ **The Hartford-Employee Assistance Program:** ***no cost to the employee***
- ❖ **TIAA-CREF – 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*
- ❖ **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%**