2017 Summary of Benefits for FT Salaried Employees

- **Holidays:** 14 days per calendar year
- **Vacation:** 24 days per year (7.40 hours accrual per pay period)
- **Sick Leave:** 12 days per year (3.69 hours accrual per pay period) – unlimited accrual
- **Bereavement Leave:** 3 days per calendar year
- **Medical Insurance:** All plans are administered through the California Public Employees Retirement System (CalPERS). A.S. contributes up to $594.54 (cost of Kaiser “Employee Only” coverage) towards the monthly premium of employee only medical coverage. All other coverage levels are available at 90% employer/10% employee premium-share (some coverage options will be even less than 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 and dependent care expenses
- **Hartford-Life Insurance:** coverage is equivalent to one time the employee’s annual salary – *no cost to the employee*
- **The Hartford-AD&D:** coverage is equivalent to two times annual salary to a maximum of $150,000 - *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*
- **CalPERS-Pension Plan Retirement:** Associated Students contributes 13.43% of the employee’s salary to the plan. This percentage is the sum of the employer contribution 6.93% and employee contribution 6.50%. A.S. pays on behalf of the employee for the required contribution - *no cost to the employee*
- **Educational Assistance/Tuition Reimbursement:** $5,250 per calendar year. *This is a non-taxable benefit*
- **Personal Cell Phone Reimbursement:** $25min-$60max reimbursement per month. *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%**