2018 Summary of Benefits for FT Hourly Employees

- **Holidays:** 14 days per calendar year
- **Vacation:** Accrual rate is:
  - 10 days - 3.1 hrs per pay period for first 3 years of service
  - 15 days - 4.6 hrs per pay period for 4-6 years of service
  - 17 days - 5.2 hrs per pay period for 7-10 years of service
  - 19 days - 5.8 hrs per pay period for 11-15 years of service
  - 21 days - 6.5 hrs per pay period for 16-20 years of service
  - 23 days - 7.1 hrs per pay period for 21-25 years of service
  - 24 days - 7.4 hrs per pay period for 26 years + of service
- **Sick Leave:** 12 days per year - 3.69 hours accrual per pay period
- **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 one time the employee’s 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%**

*Rev8102017*