

2018 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
- ❖ 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 \$666.80 (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 two times the employee’s annual salary – ***no cost to the employee***
- ❖ The Hartford-**AD&D:** coverage is equivalent to two times the employee’s 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***
- ❖ **California Pension Plan Retirement System (CalPERS)**-This is a defined retirement benefit plan funded by employer and employee contributions made on CalPERS investments. The retirement benefit formula is 2% at 62. In addition, as an A.S. CalPers retiree you and your eligible dependents will continue to receive health insurance coverage for life at the same level offered to active employees. The employer (Associated Students of SDSU) contributes **6.908%** of the employees’ salary to the plan. The employees’ contribution rate is 6.5% of their salary. The employee’s contribution is mandatory and is exempt of State and Federal income taxes.
- ❖ 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%**