

2019 Summary of Benefits for FT Hourly Employees

- ❖ Holidays: **14 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: **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
- ❖ **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***
- ❖ 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%**