2019 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

- **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%**