



EMPLOYEE BENEFITS 2019

1. **Paid Vacation, Holidays and Sick Leave** - If you work less than full time (40 hrs), you will earn vacation, holiday, personal and sick time on a prorated basis.
 - * accrue 120 hours (three weeks) vacation first 3 years.
(increases to four weeks by the fifth year)
 - * 10 regular holidays per year
 - * 2 personal holidays per year earned on January 1
 - * 8 hours sick leave per month
 - * Shared Sick Time Bank

2. **Insurance Coverage –**

6% to 8% employee contribution for medical coverage. Dependent medical coverage is a shared expense: employee pays 55% of medical premium; SAF contributes 45%. Employee dental SAF pays 100%. Dependent dental coverage employee pays 100%.

Eligibility: Regular employee working 20 hours or more

 - * Medical: Kaiser HMO or Sutter Health Plus HMO Deductible Plan
 - * Medical eligibility = 1st of month following hire date
 - * VSP: Vision Plan for all employees included with medical plans
 - * Dental: Guardian Dental
 - * Group Life Insurance (Guardian)
 - * Workers' Compensation
 - * State Disability
 - * Unemployment Insurance
 - * Social Security
 - * Long Term Disability (Guardian)

3. **Other Plans**
 - * Employee Assistance Plan (counseling, legal, financial and other services)
 - * ONEAMERICA Retirement Plan funded by the Foundation 403b employer contributed (Completion of 1 year and 1000 hours of service - 5% contribution – 403(b) Plan 6 years =100% vested)
 - * Employee 403(b) tax deferred contribution available immediately upon hire
 - * Section 125 Flex Spending Plan (allows for pre-tax savings on health insurance premiums and child/adult care)
 - * Flexible Spending Accounts (pre-tax savings for out of pocket medical, dental, optical)

4. **Other Benefits**
 - * Wellness Coordinator= On site counseling; smoking cessation; yoga; massage therapy; book club; Knitting club and more.
 - * Commuter Checks
 - * Direct Deposit
 - * Provident Central Credit Union
 - * Continuing Education funds (if eligible)
 - * Use of an SAF cabin located in Pollock Pines (near Tahoe) (call x756)
 - * Use of employee fitness room (150 GG 5th floor)