



2023 Benefits Summary

333 W El Camino Real, Suite 330 | Sunnyvale, CA 94087 | 1-844-474-SVCE (7823) | SVCleanEnergy.org

Benefit	Details
Health Insurance	
Employer Premium Contribution	SVCE provides up to \$1,500 per month to cover the employee and dependent insurance premiums - health, dental and vision.
Medical	Coverage is provided through the CalChoice marketplace, and currently includes the following options: Kaiser – HMO plans Sutter Health – HMO plans Anthem Blue Cross – EPO, HMO & PPO plans United Health Care – HMO plans Health Net – HMO plans
Dental	Delta Dental PPO
Vision	VSP Choice Plan C Vision PPO
Retirement	
401 (a) Plan	Mandatory 10% employee contribution matched by 10% employer contribution in lieu of Social Security. Fully vested from date of hire.
457 (b) Deferred Compensation	Voluntary pre-tax employee contributions up to annual IRS limits.
HRA -or- HSA	
Health Reimbursement Account	SVCE contributes \$500 / month towards a Health Reimbursement Account that the employee can use for qualified health care expenses. Unused balances can be carried over to the next year.
Health Savings Account (only with eligible High Deductible Health Plans)	SVCE contributes up to \$400 / month towards a Health Savings Account that the employee can use for qualified health care expenses. Balance can be invested and stays with employee after separation.
FSA – Health / Dependent Care / Transportation / Parking	
Employer Contribution	SVCE contributes \$200 / month towards flexible spending accounts that can be used for qualified expenses in the categories below. Employee can contribute additional funds up to the IRS limits.
Health Spending Account	Employee can annually contribute up to \$2,750 pre-tax to their Health FSA. A maximum of \$500 rolls over each year.
Dependent (Child / Elder) Care Assistance	Employee can annually contribute up to \$5,000 pre-tax to their Dependent Care account. Funds do not roll over.
Transit / Parking Plan	Non-taxable reimbursement of up to \$270 per month for qualified transit and parking expenses.
Health / Wellness	
Fitness Reimbursement Program	SVCE will reimburse up to \$600 / year for qualified fitness expenses (class / program / equipment) per year.
Professional Development	
Tuition Reimbursement Program	SVCE will reimburse up to \$5,000 / year for qualified educational advancement that supports the organization's mission.



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Miscellaneous	
Short Term Disability Insurance	STD provided at 60% of weekly earnings subject to terms of STD insurance carrier and cap based on salary.
Long Term Disability Insurance	LTD provided at 60% of monthly earnings subject to terms of LTD insurance carrier and cap based on salary.
Term Life Insurance	100% Employer-paid and guaranteed coverage up to \$200,000.
Employee Assistance Program (EAP)	100% Employer-paid confidential counseling for you and your immediate family member and work/life services assistance.
Leave	
Vacation Leave	<p>SVCE offers 160 hours of Paid Time Off (PTO) that is accrued bi-weekly for the first year. PTO includes vacation, sick, etc.</p> <p>After the first-year anniversary date, an additional 8 hours will be granted per year up to the tenth year of employment.</p> <p>All unused PTO at the end of the year can be carried over to a maximum of twice the annual accrual.</p> <p>Exempt employees receive an additional 40 hours of Management Leave at the beginning of each calendar year, which does not carry over to the next year.</p>
Holidays	<p>11 days (80 hours) per year.</p> <ul style="list-style-type: none"> New Year's Day Martin Luther King Jr.'s Birthday Presidents' Day Memorial Day Juneteenth Independence Day Labor Day Veteran's Day Thanksgiving (2 days) Christmas Day
Administrative Shut-Down Leave	The week of Christmas Day though New Year's Day
Bereavement Leave	Up to 3 days paid bereavement leave in the event of a death in your immediate family.
New Parental Leave Act	If you have worked at least 12 months and for at least 1,250 hours in the previous 12 months you will be eligible of up to twelve (12) workweeks in a 12-month period.
Pregnancy Disability Leave	Female employees are entitled to an unpaid Pregnancy Disability Leave (PDL) during the time they are disabled due to pregnancy, childbirth, or related medical conditions. This leave will be for the period of disability, up to four months or 17 1/3 workweeks.
Jury Duty or Witness Leave	SVCE will comply with federal and state requirements on pay for exempt employees. You may request unpaid leave for the length of absence, unless the leave of absence is taken as PTO.
Volunteer / Public Service Leave	Up to 40 hours per year.