



## 2024/25 Benefits Summary

| Benefit  | Details  |
|--|--|
| <b>Health Insurance</b>  |  |
| 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:<br>Kaiser – HMO plans<br>Sutter Health – HMO plans<br>Anthem Blue Cross – PPO plans<br>Cigna –EPO G  |
| Dental   | Delta Dental PPO   |
| Vision   | Vision PPO Plan  |
| <b>Retirement</b>  |  |
| 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.  |
| <b>HRA -or- has</b>  |  |
| 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.  |
| <b>FSA – Health / Dependent Care / Transportation / Parking</b>                  |  |
| 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 \$3,200 pre-tax to their Health FSA. A maximum of \$640 rolls over for 2024.  |
| Dependent (Child / Elder) Care Assistance  | Employee can annually contribute up to \$5,000 pre-tax to their Dependent Care account. Funds do no roll over.   |
| Transit / Parking Plan   | Non-taxable reimbursement of up to \$315 per month for qualified transit and parking expenses.   |
| <b>Health / Wellness</b>   |  |
| Fitness Reimbursement Program  | SVCE will reimburse up to \$600 / year for qualified fitness expenses (class / program / equipment) per year. This reimbursement will accrue annually up to \$3000.  |
| <b>Professional Development</b>  |  |
| Tuition Reimbursement Program  | SVCE will reimburse up to \$5,000 / year for qualified educational advancement that supports the organization's mission.   |
| <b>Employee Rebate Reimbursement</b>   |  |
| SVCE Employees are eligible to receive the same rebate benefits as its customers | SVCE rebates are available for single-family homes, accessory dwelling units (ADUs), and multi-family homes (4 dwelling units or fewer) swapping out existing equipment, not for completely new building construction. Each dwelling unit is eligible for one rebate per appliance type. |



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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 \$200,000 life and AD&D coverage (guaranteed at \$50,000).   |
| Employee Assistance Program (EAP)                                | 100% Employer-paid confidential counseling for you and your immediate family member and work/life services assistance.  |
| Hybrid Work Set up   | One time \$500 reimbursable for home office set up.   |
| Technology Stipend   | \$120 monthly stipend for phone and internet connection costs   |
| Voluntary Term Life and AD&D Rates                               |   |
| Voluntary term life monthly rate                                 | Voluntary term life rates do not include the AD&D rate. The spouse is charged based upon his/her individual age.<br>Child(ren) monthly rate: \$10,000 of coverage for \$2.00 per family   |
| Voluntary Accidental Death and Dismemberment (AD&D) monthly rate | Employee and spouse \$.039  |
| Leave  |   |
| Vacation Leave   | SVCE offers 160 hours of Paid Time Off (PTO) that is accrued bi-weekly for the first year. PTO includes vacation, sick, etc.<br><br>After the first-year anniversary date, an additional 8 hours will be granted per year up to the tenth year of employment.<br><br>All unused PTO at the end of the year can be carried over to a maximum of twice the annual accrual.<br>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. |
| Holidays   | 13 days (104 hours) per year.<br>New Year's Day<br>Martin Luther King Jr.'s Birthday<br>Presidents' Day<br>Cesar Chavez Day<br>Memorial Day<br>Juneteenth<br>Independence Day<br>Labor Day<br>Veteran's Day<br>Thanksgiving (2 days)<br>Christmas Day<br>Floating Holiday (does not accrue, use annually)   |
| Administrative Shut-Down Leave                                   | Christmas Day though New Year's Day   |
| Bereavement Leave  | Up to 5 days paid bereavement leave in the event of a death in your immediate family.   |
| Parental Leave   | 240 hours of paid parental leave, eligibility at the CEO's discretion   |