



## 2021-EMPLOYEE BENEFITS

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
  
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%.

**Eligibility Requirement:** 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- **Employee dental SAF pays 100%.** Dependent dental coverage employee pays 100%.
  - \* 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**
  - \* Commuter Checks
  - \* Direct Deposit
  - \* Provident Central Credit Union
  - \* Continuing Education funds (if eligible)
  - \* Use of an SAF cabin located in Pollock Pines (near Tahoe)(Closed due to COVID)
  - \* Use of employee fitness room (150 GG 5<sup>th</sup> floor) (Closed due to COVID)

The above is subject to change at the discretion of St. Anthony Foundation.

rev. 1/1/21

