



# 2023 Employee Benefit Summary: Full-Time/Part-Time

(Full-Time .8 to 1.0 FTE/Part-Time .6 to .7)

## Medical



HealthNet Canopy Care HMO

HealthNet Classic PPO

Kaiser HMO/Health Reimbursement Account (HRA)

The Kaiser option is an HRA funded plan. Employees receive an allowance of \$2,500 or \$5,000 total for dependents annually.

## Dental



Anthem PPO/DHMO

Fully paid dental insurance for employee, employee + spouse, employee + child(ren) and family

## Vision



Anthem PPO

Fully paid vision insurance for employee, employee + spouse, employee + child(ren) and family

Health coverage effective 1st of the month following date of hire subject to conditions. If hire date is 1st of the month, benefits are effective immediately.

## Life Insurance



- 1x annual salary, \$100k maximum
- Supplemental buy up available at employee expense

## Retirement Plan: 403(b)



- 2% BACH contribution beginning with 13th month of earnings
- BACH matches up to 2% of employee contribution beginning with 13th month of earnings
- 3% BACH non-election contribution beginning with 61st month of earnings plus match of 2%
- 4% BACH non-elective contribution beginning with 121st month of earnings plus match of 2%
- Employee is eligible to participate upon hire

## Short & Long-Term Disability



- Employees participate in the State Disability Income (SDI). SDI benefits are integrated with BACH Paid Time Off (PTO)
- 100% Paid Short Term Disability Insurance— 30% of your salary up to max \$1700/week
- Long Term Disability Insurance— 60% of your monthly earnings, up to a max \$15,000/month

## Paid Time Off (PTO)



Accrual Rate: (Prorated on hours worked)

Years of completed service	Accrual	Cap
0–1	15 days	150 hours
1–3	19 days	190 hours
3–5	20 days	200 hours
5–9	23 days	230 hours
9–15	26 days	260 hours
15+	29 days	290 hours

## Holidays



10 paid holidays for year 2023

- |                            |                           |
|----------------------------|---------------------------|
| New Year's Day (Observed)  | Labor Day                 |
| Martin Luther King Jr. Day | Thanksgiving Day          |
| Presidents Day             | Friday after Thanksgiving |
| Memorial Day               | Christmas Day             |
| Independence Day           | Employee Birthday         |

## Additional Paid Leaves



- Bereavement: 3 days; 5 days if travel is over 500 miles
- Jury Duty: Up to 10 business days

## Continued Medical Education



MD, DO, PA-C, DDS, DC, DPM, NP, LCSW, Psy. D

## Uniform Reimbursement



\$100.00 per year—Clinical staff only

## Commuter Program Spending Account



Pre-tax benefit for qualified parking expenses and transit such as: bus, train and BART

## Pet Insurance



Voluntary 5% discounted pet insurance through FIGO Pet Insurance for those with cats or dogs

## Dependent Care and Health Care Flexible Spending Accounts:



Premiums paid through pre-tax deductions for qualified childcare and medical care expenses—including preschool, nursery, prescriptions and copayments, etc.