






Summary of Benefits

Management

**New hires have 30 days from date of hire to enroll in benefit plans, benefits start the first of the month following date of hire.*

<p style="text-align: center;">Health/Medical</p> <div style="text-align: center;">  </div>	<ul style="list-style-type: none"> - CalPERS is our health insurance (medical) provider. - Managers pay \$110 per month (12 months) towards premium. District pays remaining premium. - Employee only, employee + 1, or family - To view Health Plans and other information, please visit: https://www.calpers.ca.gov/page/active-members/health-benefits/plans-and-rates
<p style="text-align: center;">Dental</p> <div style="text-align: center;">  </div>	<ul style="list-style-type: none"> - Delta Dental is our dental insurance provider. - District covers 100% - Employee only, employee + 1, or family - PPO plan (to obtain a copy of the SCC policy, please contact HR) - \$2,700 annual maximum (in-network); \$2,500 annual maximum (out-of-network) - To find a Delta Dental provider, please visit: https://www1.deltadentalins.com/ - It is strongly recommended to set up an account to print cards, view benefits/claims. It will ask for “Enrollee ID.” Enter your SSN.
<p style="text-align: center;">Vision</p> <div style="text-align: center;">  </div>	<ul style="list-style-type: none"> - VSP is our vision insurance provider. - District covers 100% - Employee only, employee + 1, or family - To find an eye care provider, please visit: www.vsp.com - It is strongly recommended to set up an account to view benefits/claims and other eye care information. - At your appointment, there is no ID card necessary. Tell them you have VSP and give them your SSN. Dependents are covered under <u>your</u> name.

Life Insurance



- **The Hartford** is our group term life insurance provider.
- District covers 100%
- \$10,000 Basic Term Life; \$10,000 Basic Accidental Death and Dismemberment (to obtain a copy of the SCC policy, please contact HR)
- Benefit available to current/active employees only
- Additional life insurance can be purchased directly through The Hartford (employee paid)

Employment Assistance Program (EAP)



- **MHN** is our EAP provider.
- District covers 100%
- Available to all employees; 24 hours a day, 7 days a week.
- Services are confidential and include, but are not limited to:
 - Problem solving support for marriage, family, and relationship issues, problems in the workplace, stress, anxiety, grief
 - Drug and alcohol abuse support
 - Financial, legal guidance
- Face-to-face, phone, or web meetings.
- To log in and view services provided to you, please visit: www.members.mhn.com (**company code – wise**)
- For a consultation, call 800-242-6220

Additional Retirement Savings (Voluntary)



- **Envoy Plan Services** is a third-party company we use to help link our employees to a list of investment providers; company works with the payroll department to set up employee contributions directly from paycheck
- **403(b) TSA plans**
- **To find a list of investment providers and to access forms, please visit:**
<https://envoy.tsacg.com/>
- Select your employer at the top, then you will see the list of authorized investment providers; scroll down to the bottom for forms
- You can also visit www.envoyplanservices.com (click on Client Resource Center)
- Forms can be filled out online
- CalPERS offers a **457 plan**
- For more information, please visit:
<https://www.calpers.ca.gov/page/active-members/retirement-benefits/deferred-compensation>
- Contribution limits are adjusted by the IRS annually. Please contact HR or Payroll for the current limits.

Other Voluntary Options



- **American Fidelity** is our assurance company provider.
- Flexible spending accounts (**Section 125 plans**) – allows you to deduct the cost of eligible benefits from gross earnings before taxes.
- Short-term and long-term **disability insurance** – SCC employees **do not** pay into state disability
- Other insurance options available
- SCC has an American Fidelity representative
- SCC does not contribute to State Disability. American Fidelity has optional disability plans that are employee paid.
- **If interested in any insurance options provided by American Fidelity, please let HR know and we will ask our rep to contact you.**

Paid Leave

- Managers earn **96 hours of sick leave** per year; these hours accrue at 8 hours monthly
- Unused sick leave rolls over each year
- Managers earn **8 hours of emergency leave** per year; 8 hours accrued at beginning of each fiscal year (July).
- Managers earns **10 hours of vacation per month**
- Unused emergency leave does not roll over