



## Benefits At A Glance 2023

Visit our website at <https://www.seta.net/staff-resources/human-resources-payroll/> for more benefits information

<i>Benefit</i>	<i>Description</i>	<i>Employee Only Per Bi-Weekly Pay Period Cost</i>	<i>Family Per Bi-Weekly Pay Period Cost</i>	
Medical	Kaiser HMO	\$152.75	\$526.45	
	Kaiser High Deductible	\$14.03	\$171.72	
	Sutter Health HMO	\$112.43	\$424.11	
	Sutter High Deductible	\$0.00	\$117.60	
	WHA HMO	\$69.88	\$315.71	
	WHA High Deductible	\$0.00	\$66.40	
Dental	Delta Dental of California	\$0.00	\$0.00	
Optional Vision	VSP	\$2.58	\$6.61	
Basic Life Insurance	Agency Paid \$15,000	\$0.00	N/A	
Optional Life Insurance	Additional coverage 1-7 times your annual salary for yourself and spouse	Based on Salary and Age	N/A	
Dependent Life Insurance	Dependents (Spouse & Child) must be enrolled for \$5,000 basic coverage. Optional \$15,000/child offered as well.	Added to taxable income per IRS (Basic Only) or \$0.45 (Optional)	N/A	
<i>Other Benefits</i>		<i>Description</i>		
Optional 457 Retirement Plan	Deferred compensation that is 100% employee pre-tax contributions and are put in to a savings/investment plan.			
Retirement Health Savings Plan	Agency contributes \$25 each month into account to pay for medical expenses on a tax-free basis for you, your spouse and/or your dependents upon retirement.			
SCERS Retirement Contribution	Employees have a mandatory contribution rate of 10.02% (9.90% eff July 1, 2023) of salary per pay period put toward retirement. Employer contributes 38.07% (37.05% eff July 1, 2023) per pay period.			
Tuition Reimbursement	Up to \$1,500 annually			
Public Employee Student Loan Forgiveness Program	May forgive up to \$20,000 from your Direct Loans after you have made 120 monthly payments under a qualifying repayment plan while working full-time for a qualifying employer. Go to <a href="https://studentaid.ed.gov/sa/repay-loans/forgiveness-cancellation/public-service">https://studentaid.ed.gov/sa/repay-loans/forgiveness-cancellation/public-service</a> for more info.			
Regional Transit Monthly Pass Reimbursement	Agency will reimburse employee 60% of monthly RT pass.			
Paid Vacation Leave	<b>Hours of Vacation Accrual Per Pay Period</b>			
	Years of Service	6 hrs./day*	7 hrs./day*	8 hrs./day*
	0 to 3	3	3.5	4
	4 to 10	4.125	4.8125	5.5
	11 to 15	4.95	5.775	6.6
15+	5.325	6.2125	7.1	
*Based on 10 days of work per pay period				
Paid Sick Leave	8-hour employees accrue 4 hours per pay period. Sick leave credits shall be accrued by part-time employees and/or on less than year-round schedule on a pro rata basis.			
Holidays and Personal Leave	Eligible employees receive 13 paid holidays each year. Full-time employees receive personal leave every year to be used during the holiday week closure. Less than full year and part-time employees' personal leave is prorated.			