

Benefits At A Glance 2025

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	\$204.21	\$760.08	
	Kaiser High Deductible	\$31.81	\$319.22	
	Sutter Health HMO	\$97.78	\$489.36	
	Sutter High Deductible	\$0.00	\$160.00	
	WHA HMO	\$62.13	\$398.06	
	WHA High Deductible	\$0.00	\$119.45	
Dental	Delta Dental of California	\$0.00	\$0.00	
Optional Vision	VSP	\$5.16	\$13.22	
W/Kaiser HMO+All HD's plans	VSP Enhanced	\$9.94	\$25.47	
W/Sutter/Western HMO's	VSP Enhanced	\$4.78	\$12.25	
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 https://studentaid.ed.gov/sa/repay-loans/forgiveness-cancellation/public-service for more info.			
Regional Transit Monthly Pass Reimbursement	Agency will reimburse employee 60% of monthly RT pass.			
Paid Vacation Leave	<u>Hours of Vacation Accrual Per Pay Period</u>			
	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.			