



Employee Benefits Snapshot

San Joaquin Valley College, Inc. (SJVCi) strives to provide our employees and their family members with a comprehensive and valuable benefits package. This summary briefly outlines all the healthcare, insurance, retirement, and paid time-off benefits that we offer our benefit eligible colleagues.

Employees who work on an average of 30 or more hours a week are eligible to participate in our healthcare and insurance benefits. In addition, the following family members are eligible for medical, dental and vision coverage: Legal Spouse, Domestic Partner, and Child. The 2024 individual and \$4,000 family deductibles.

HSA 2500 – this is a High Deductible Plan in which members must first satisfy their deductible requirements before the plan reimburses for any medical expenses, with the exception Preventive Care services. The deductibles are \$2,500 for individuals and \$5,000 for family coverage. This plan has a health savings account in which employees can contribute for 2024, on a pre-tax basis, up to \$4,150 for individual and \$8,300 for family coverage to pay for out-of-pocket medical expenses. Additionally, SJVCi contributes annually into employees' HSAs \$500 for individual coverage and \$1000 for family coverage. SJVCi will also contribute an additional upfront contribution of: Single: \$200 annually, the first month enrolled; Family: \$400 annually, the first month enrolled.

Wellness Programs – Our Wellness Program offer many opportunities for employees to engage in activities that promote a healthy lifestyle:

Real Appeal—an online weight management program that helps employees and their families make small changes for long-term health results

The Motion Program—provides incentives for tracking movement by syncing with a wearable device to meet move goals and earn rewards

The Pregnancy Care Program—provides additional resources for expectant mothers to support healthy pregnancy and delivery

The CARE App—provides individualized CARE plans to help members self-manage their conditions

Cash Incentives—opportunities to earn up to \$300 a year for participating in our wellness initiatives. Some examples are a biometric screening, an annual physical, dental exam, mammogram, colonoscopy, or other preventative screenings.

Vision Insurance – Our



The monthly benefit is equal to 60% of monthly salary up to a maximum benefit of \$7,000. Coverage begins after 90 days of disability and can continue to the member's Social Security Normal Retirement Age.

Flexible Spending Accounts – Employees can contribute from payroll on a pre-tax basis into two accounts:

Healthcare Spending Account – up to \$2,000 can be saved into this account to pay for qualified out-of-pocket healthcare expenses incurred by the employee and/or their dependents.

Dependent Care Saving Account – up to \$5,000 (or \$2,500 if married and filing separately) can be saved in this account to pay for qualified dependent care expenses.

401(k) Retirement Plan – Our plan provides employees the opportunity to create a retirement saving plan and enable it to grow through various investment options. Our plan administrator is The Standard.

Automatic Enrollment – eligible employees are automatically enrolled in the plan at 3% of their salary. Employees can opt out or change their contribution percentages anytime.

Pre-Tax Payroll Contributions – for 2024 employees can contribute up to \$23,000 (if under age 50) and up to \$30,000 (if age 50 and over).



Vacation – time-off is accrued based on length of service. Regular employees—those working 20 hours per week—are eligible for vacation time. Unused vacation will rollover to the following year but will be capped at 175% of the accrued hour allowance.

| Type | Work Hours/Week | 0-5 Years Service* | 6-12 Years Service | 13-19 Years |
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