

TAMC GENERAL EMPLOYEE BENEFIT SUMMARY

PAY DAYS: Regular pay days are every other Friday

HOLIDAYS (paid): Thirteen (13) holidays per year

- New Years Day
- Dr. Martin Luther King's Birthday
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Veteran's Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve
- Christmas Day
- Floating Day

VACATION LEAVE (paid):

Accrual Rate

Up to 2 (two) years.....12 (twelve) days
More than 2 (two) years.....15 (fifteen) days
More than 10 (ten) years.....20 (twenty) days
More than 18 (eighteen) years.....23 (twenty-three) days
More than 20 (twenty) years.....24 (twenty-four) days
More than 25 (twenty-five) years....25 (twenty-five) days

Maximum Vacation Accrual: 260 (two hundred-sixty) hours

PROFESSIONAL LEAVE: Ten (10) days per year, non-accruable for exempt employees only

SICK LEAVE (paid):

Accrual Rate

10 (ten) days per year

Family Illness: May use up to 10 (ten) days per year of accrued sick leave

Bereavement Leave: May use up to 5 (five) days of accrued sick leave

TUITION REIMBURSEMENT (paid):

- Up to \$2,000 (two thousand) dollars per year

HEALTH INSURANCE:

- Health Plan group insurance through CalPERS
Employer pays premiums for employee and eligible dependants.
- Cash-out option at CalPERS Choice single rate
- CALPERS Plan – PPO and HMO depending upon availability within a geographic area
- Employee only and dependent coverage available
- Domestic Partner health benefits available
- COBRA coverage available upon termination subject to law
- Retiree coverage \$80.80 (\$97.00 effective Jan1, 2008) paid by Employer. Remainder of premium paid by retiree

DENTAL INSURANCE:

- Plan available for employee and dependents

VISION INSURANCE:

- Plan available for employee and dependents
- VDT glasses available subject to eligibility

LIFE INSURANCE:

- \$20,000 term life paid for employees

LONG TERM DISABILITY: Yes

ACCIDENTAL DEATH & DISMEMBERMENT: Yes

Employer pays premium for Employee only for Dental/Vision/ /Life Insurance/ LTD/AD&D

FLEXIBLE BENEFIT PLAN (Section 125):

- Plan offering pre- tax deductions for unreimbursed medical, dental and vision expenses and dependant care
- Plan year runs January to December
- Employee may select benefit changes during the annual open enrollment period

RETIREMENT PLAN:

- California State Public Employee Retirement System (CALPERS)
- 2% at 55 formula
- Up to four (4) years Military Service credit and 3 years Peace Corps credit available at employee's expense
- Final compensation based upon highest twelve (12) month average
- Minimum service requirement: age 50 (fifty) with five (5) years of service
- TAMC pays employer and employee 7% (seven) contribution

DEFERRED COMPENSATION:

- Program administered by CALPERS
- Employer contributes amount equal to 8% of employee's gross wages to deferred retirement account
- Maximum employee contribution is 25% of employee's gross wages, up to maximum annual IRS limits

DISABILITY:

- Employees participate in the State Disability Income (SDI) plan at their own expense
- SDI benefits integrated with sick leave benefits

SOCIAL SECURITY: No

MEDICARE: Yes

WELLNESS PROGRAM:

- 50% reimbursement for eligible expenses up to \$350.00/year

ALTERNATE BENEFIT OPTION:

- Subject to certain conditions, provides alternate benefit option when an employee is precluded from receiving a benefit or has no need for a benefit.

EMPLOYEE ASSISTANCE PROGRAM: Yes

TAMC MANAGEMENT EMPLOYEE BENEFIT SUMMARY

PAY DAYS: Regular pay days are every other Friday

HOLIDAYS (paid): Thirteen (13) holidays per year

- New Years Day
- Dr. Martin Luther King's Birthday
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Veteran's Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve
- Christmas Day
- Floating Day

VACATION/ANNUAL LEAVE (paid):

Accrual Rate

Up to 2 (two) years.....23 (twenty-three) days
More than 2 (two) years.....25 (twenty-five) days
More than 10 (ten) years.....30 (thirty) days
More than 18 (eighteen) years.....33 (thirty-three) days
More than 20 (twenty) years.....34 (thirty-four) days
More than 25 (twenty-five) years.....35 (thirty-five) days

Maximum Vacation Accrual: 700 (seven hundred) hours

PROFESSIONAL LEAVE: Ten (10) days per year, non-accruable

SICK LEAVE (paid): no sick leave, included in annual leave above.

TUITION REIMBURSEMENT (paid):

- Up to \$2,000 (two thousand) dollars per year

PROFESSIONAL DEVELOPMENT STIPEND:

- \$400 (four hundred) per year

HEALTH INSURANCE:

- Health Plan group insurance through CalPERS
Employer pays premiums for employee and eligible dependants.
- Cash-out option at CalPERS Choice single rate
- CALPERS Plan – PPO and HMO depending upon availability within a geographic area
- Employee only and dependent coverage available
- Domestic Partner health benefits available
- COBRA coverage available upon termination subject to law
- Retiree coverage \$80.80 (\$97.00 effective Jan1, 2008) paid by Employer. Remainder of premium paid by retiree

DENTAL INSURANCE:

- Plan available for employee and dependents

VISION INSURANCE:

- Plan available for employee and dependents
- VDT glasses available subject to eligibility

LIFE INSURANCE:

- \$50,000 term life paid for employees

LONG TERM DISABILITY: Yes

ACCIDENTAL DEATH & DISMEMBERMENT: Yes

Employer pays premium for Employee only for Dental/Vision/ /Life Insurance/ LTD/AD&D

FLEXIBLE BENEFIT PLAN (Section 125):

- Plan offering pre- tax deductions for unreimbursed medical, dental and vision expenses and dependant care
- Plan year runs January to December
- Employee may select benefit changes during the annual open enrollment period

RETIREMENT PLAN:

- California State Public Employee Retirement System (CALPERS)
- 2% at 55 formula
- Up to four (4) years Military Service credit and 3 years Peace Corps credit available at employee's expense
- Final compensation based upon highest twelve (12) month average
- Minimum service requirement: age 50 (fifty) with five (5) years of service
- TAMC pays employer and employee 7% (seven) contribution

DEFERRED COMPENSATION:

- Program administered by CALPERS
- Employer contributes amount equal to 8% of employee's gross wages to deferred retirement account
- Maximum employee contribution is 25% of employee's gross wages, up to maximum annual IRS limits

DISABILITY:

- Employees participate in the State Disability Income (SDI) plan at their own expense
- SDI benefits integrated with sick leave benefits

SOCIAL SECURITY: No

MEDICARE: Yes

WELLNESS PROGRAM:

- 50% reimbursement for eligible expenses up to \$350.00/year

ALTERNATE BENEFIT OPTION:

- Subject to certain conditions, provides alternate benefit option when an employee is precluded from receiving a benefit or has no need for a benefit.

EMPLOYEE ASSISTANCE PROGRAM: Yes