

# REDDING RANCHERIA BENEFITS SUMMARY

## WELLNESS BENEFITS

Redding Rancheria supports and is committed to the overall health and well being of its employees. The Redding Rancheria Wellness Program provides virtual counseling, exercise classes, nutrition education, smoking education, health screenings, and other educational classes within and outside the workplace. Examples of activities: Boot Camp, Kick Boxing, Yoga, Eat to Live, Cooking Classes, Family Fit Activities, Gym Memberships, and many others.

## INSURANCE BENEFITS

Eligible 1st day of the month following 30 days of employment  
Employee only coverage paid by Redding Rancheria

**Advantek - Anthem Blue Cross** – 80 INN/60 ONN - Medical/PPO, Rx, \$750 deductible, \$30 co-pay

Medical Dependent Coverage: (1) dependent : \$225.00 bi-weekly  
Family: \$409.00 bi-weekly  
Co-pay not billed if seen at RRTHS, \$5 for most prescriptions at RRTHC.

**Delta Dental of California** – Self Administered Dental (\$2,500 maximum annual benefit, employee can currently choose any Dentist, however, cost savings may be realized using the Delta Dental network of dentists)

Dental Dependent Coverage: (1) dependent: \$11.36 bi-weekly  
Family: \$18.46 bi-weekly

**Vision Service Plan** – Vision PPO

Vision Dependent Coverage: (1) dependent: \$5.52 bi-weekly  
Family: \$5.52 bi-weekly

**Prudential** – Life/AD&D benefit (Life insurance 2x your salary)

**Prudential** – Short Term, Long Term disability (2x your salary)

## RETIREMENT BENEFIT

**401k Savings plan** – Eligible the 1st day of the month following 30 days of employment, employee can enroll in the 401k plan. Redding Rancheria will match the employee's contribution up to 7% and employee will be fully vested at 3 years.

## VOLUNTARY BENEFITS

### **Flexible Spending Account**

Health FSA – Maximum per year \$ 3,300  
Rollover eligible up to \$660  
Dependent FSA – Maximum per year \$ 5,000

### **Supplemental Plans**

Disability, Cancer, Hospital,  
Term/Universal Life, Accident

## LEAVE BENEFITS

**16 paid holidays per year** (Scheduled or not scheduled)

**Sick Leave** (8 hours per month per Full time status)

**Vacation** (based on 40 hour workweek)

### **Length of Employment**

Date of Hire – End year 2  
Beginning year 3 – End year 5  
Beginning year 6 – End year 7  
Year 8  
Year 9  
Year 10  
Year 11  
Beginning year 12 – End year 19  
Beginning year 20 and Thereafter

### **Annual Leave (Vacation) Earned**

10 days per year  
15 days per year  
20 days per year  
21 days per year  
22 days per year  
27 days per year  
28 days per year  
29 days per year  
30 days per year