

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

Dental Dependent Coverage: (1) dependent: \$12.02 bi-weekly Family: \$19.52 bi-weekly
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Vision Service Plan – Vision PPO

Vision Dependent Coverage: (1) dependent: \$5.72 bi-weekly Family: \$5.72 bi-weekly
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Prudential – Life/AD&D benefit (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 \$ 3,400
Rollover eligible up to \$680
Dependent FSA – Maximum per year \$ 7,500

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