



## Summary of EBASE Benefits Package

**Benefits:** EBASE pays 100% of premium for employee; employee plus spouse/dependent; or family, as long as family members are not covered by another source. Benefits start on the first of the month following the date of hire. For an individual, these plans are valued at about \$6,000/ year. Health plans include the following:

- Medical – <https://healthy.kaiserpermanente.org/health/care/signon>: Kaiser HMO 20, with Chiropractic/Acupuncture
- Dental – <http://www.deltadental.com/Public/index.jsp>: Delta Dental Preferred: no pay for cleaning, x-rays, exams (with a dentist that is a plan member);
- Vision – <https://www.vsp.com/>: VSP WellVision Plan

**Pension:** EBASE contributes to a 401k with Lincoln Financial for each employee. Contribution is based on a percentage of salary, a minimum 3% up to 6% matching contribution.

**Paid Sick:** 1 day per month, with a maximum accrual of 20 days and are available for use immediately.

**Holidays:** 14 holidays:

- |                    |                    |
|--------------------|--------------------|
| ▪ New Year’s Day   | ▪ Labor Day        |
| ▪ MLK Day          | ▪ Thanksgiving Day |
| ▪ President’s Day  | ▪ Friday following |
| ▪ Cesar Chavez Day | ▪ Thanksgiving     |
| ▪ Memorial Day     | ▪ Christmas Day    |
| ▪ Juneteenth       | ▪ New Year’s Eve   |
| ▪ Independence Day | ▪ Floating Holiday |

**Paid Vacation:**

<u>Years of Continuous Service</u>	<u>Yearly total</u>	<u>Accrual Rate</u>
first, second, and third years	12 days	one day for each full month worked
fourth, fifth, sixth, and seventh years	15 days	1.25 days for each full month worked
thereafter	20 days	1.66 days for each full month worked

Maximum accrual is 20 days (based on 100% FTE)

**Personal Days:** 6 days per calendar year to support rest and sustainability

**Annual Salary Adjustments:** 2.5% each year in March, contingent on annual review of EBASE’s budget.

**Training:** \$1,000 per employee each year for training and leadership development activities based on leadership development plan focused on growth opportunities.

**Cell phone:** EBASE reimburses up to \$100/month.

**Sabbatical:** After 5 years of service, employees are eligible to request 3-month sabbatical, paid at 80% time and with full health benefits.