

The power of classroom wellness

Acknowledge Alliance

Employee Benefit Highlights 2022-2023

Effective 10/1/2022

Your health and well-being are important to Acknowledge Alliance

Because of this, we offer comprehensive healthcare benefits! Highlights include:

- **Medical Insurance**

- We offer a variety of medical plans for your personal needs through CalChoice: Kaiser HMO and HSA and Anthem Blue Cross PPO, EPO, and HSA
- Acknowledge Alliance will cover 100% of your individual medical premiums for the base plan. The base plans are:
 - Kaiser Silver HMO B
 - Anthem Bronze EPO A
- You may buy up and pay the difference between your chosen plan and the base plan if you desire, and you may enroll your dependents at your expense

- **Dental and Vision Insurance**

- We offer Delta Dental PPO and VSP Gold through Choice Builder
- Acknowledge Alliance will cover 80% of your individual dental premiums for the base plans. The base plans are:
 - Delta Dental PPO Gold
 - VSP Gold
- You may buy up and pay the difference between your chosen plan and the base plan if you desire, and you may enroll your dependents at your expense

- **Chiropractic and Acupuncture Insurance**

- We offer Landmark Chiropractic and Acupuncture Care through Choice Builder
- This coverage is voluntary, and if you elect it, you will pay the full cost of the premiums
- The premiums are \$2.77 per month

- **Life Insurance**

- We offer Life/AD&D Insurance through Choice Builder
- Acknowledge Alliances pays 100% of the premium for eligible employee for \$25,000 Life Insurance

- **401B Retirement Plan**

- We offer a 403B retirement plan through PCS Retirement
- Acknowledge Alliances pays for the set-up and plan administration; you contribute through pre-tax deductions from your paycheck

Acknowledge Alliance strongly values employee health and work-life balance!

With that in mind, the following summarizes our Flextime, Vacation, Sick Leave, and Holidays policies.

Flexible Work and Paid Vacation

- Flexible and hybrid work schedules support employees' time outside work and provide a healthy work-life balance
- We offer progressive paid vacation starting with 12 days of paid vacation for first year employees, 15 days in year two, and increasing thereafter for increased tenure with the agency

Sick Leave

- We offer 24 hours of sick each fiscal, updated periodically as regulated by state and Federal agencies for COVID-related illness

Holidays – 14 Paid Holidays

- New Year's Day January 1
- Martin Luther King's Day 3rd Monday of January
- Presidents' Day 3rd Monday of February
- Cesar Chavez Day * March 31
- Memorial Day Last Monday in May
- Juneteenth June 19
- Independence Day July 4
- Labor Day First Monday in September
- Indigenous Peoples' Day Second Monday in October
- Veterans Day Nov 11
- Thanksgiving (2) Fourth Thurs in Nov and the Friday after
- Christmas (2) December 24 and 25
- Employee's Birthday