2026 Calendar Year Benefits Summary

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Benefit	Details
Health Insurance	
Employer Premium Contribution	Monthly Medical Premiums: Employee only – Employer covers up to $1500 monthly. Employee with dependents – Employer covers up to $3,000 monthly. ($1500 Employee + $1500 Dependents.)
Medical	Coverage is provided through the CalChoice marketplace, and currently includes the following options: Kaiser – HMO plans Sutter Health – HMO plans Anthem Blue Cross – PPO plans United Healthcare – HMO plans
Dental	Delta Dental PPO – 100% Employer Paid
Vision	VSP Vision PPO Plan – 100% Employer Paid
Retirement	
401 (a) Plan	Mandatory 10% employee contribution matched by 10% employer contribution in lieu of Social Security. Fully vested from date of hire.
457 (b) Deferred Compensation	Voluntary pre-tax employee contributions up to annual IRS limits.
HRA -or- HSA	
Health Reimbursement Account	SVCE contributes $500 / month towards a Health Reimbursement Account that the employee can use for qualified health care expenses for themselves and their dependents. Unused balances can be carried over to the next year up to $18000. Balance does not follow an employee after separation.
Health Savings Account (only with eligible High-Deductible Health Plans)	SVCE contributes up to $296 / month (employee) or $400 / month (employee with dependents) towards a Health Savings Account that the employee can use for qualified health care expenses. Balance can be invested and stays with employee after separation. Current IRS limits for 2026 are $4400 for individuals and $8,750 for individuals with dependents.
FSA – Health / Dependent Care / Transportation / Parking	
Employer Contribution	SVCE contributes up to $200 / month towards the following flexible spending accounts that can be used for qualified expenses in the categories below. Employee can contribute additional funds up to the IRS limits.
Health & Limited Purpose	Employee can annually contribute up to $3,400 pre-tax to their Health / Limited Purpose FSA in 2026. A maximum of $680 rolls over for 2026.
Dependent (Child / Elder) Care Assistance	Employee can annually contribute up to $7,500 per household (or $3,750 per individual) pre-tax to their Dependent Care Assistance FSA in 2026. Funds do not roll over.
Transit and / or Parking Plans	Non-taxable reimbursement of up to $340 per month for qualified transit and / or parking expenses. All funds roll over as long as the employee remains eligible.
Health / Wellness	
Fitness Reimbursement Program	SVCE will reimburse up to $600 / year for qualified fitness expenses (class / program / equipment) per year. This reimbursement will accrue annually up to $3000.
Professional Development	
Tuition Reimbursement Program	SVCE will reimburse up to $5,000 / year for qualified educational advancement that supports the organization's mission.
Employee Rebate Reimbursement	
SVCE Employees are eligible to receive the same rebate benefits as its customers	All rebates will be taxed except for point-of-sale reimbursements and for employees who meet all qualifications of the rebate + the Section 136 Exclusion. SVCE rebates are available for single-family homes, accessory dwelling units (ADUs), and multi-family homes (4 dwelling units or fewer) swapping out existing equipment, not for completely new building construction. Each dwelling unit is eligible for one rebate per appliance type.

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Miscellaneous	
Short Term Disability Insurance	STD provided at 60% of weekly earnings subject to terms of STD insurance carrier and cap based on salary.
Long Term Disability Insurance	LTD provided at 60% of monthly earnings subject to terms of LTD insurance carrier and cap based on salary.
Term Life Insurance	100% Employer-paid for 1X base salary with minimum guarantee at $200,000 life and AD&D coverage.
Employee Assistance Program (EAP)	100% Employer-paid confidential counseling for you and your immediate family member and work/life services assistance.
Hybrid Work Set up	One time $500 reimbursable for home office set up.
Technology Stipend	$50 monthly stipend for phone and $70 internet connection costs.
Voluntary Term Life and AD&D Rates	
Voluntary term life monthly rate	Voluntary term life rates do not include the AD&D rate. The spouse is charged based upon his/her individual age. Child(ren) monthly rate: $10,000 of coverage for $2.00 per family
Voluntary Accidental Death and Dismemberment (AD&D) monthly rate	Employee and spouse $.039
Leave	
Vacation Leave	SVCE offers 160 hours of Paid Time Off (PTO) that is accrued bi-weekly for the first year. PTO includes vacation, sick, etc. After the first-year anniversary date, an additional 8 hours will be granted per year up to the tenth year of employment. All unused PTO at the end of the year can be carried over to a maximum of twice the annual accrual. Exempt employees receive an additional 40 hours of Management Leave at the beginning of each calendar year, which does not carry over to the next year.
Holidays	13 days (104 hours) per year. New Year's Day Martin Luther King Jr.'s Birthday Presidents' Day Farm Worker's Day Memorial Day Juneteenth Independence Day Labor Day Veteran's Day Thanksgiving Black Friday Christmas Day Floating Holiday (*does not accrue, use annually*)
Administrative Company Shut-Down	Christmas Day though New Year's Day
Bereavement Leave	Up to 5 days paid bereavement leave in the event of a death in your immediate family.
Parental Leave	240 hours of paid parental leave, eligibility at the CEOs discretion

**Note: For fiscal year 2027 onwards, staff are considering changes to benefits that could be available to employees starting January 1, 2027, and could impact future budgets starting with FY 2027. Including but not limited to: Medical plans contributions and offerings, HSA contributions, FSA / LSA contributions, and sabbaticals.*