



SAWPA Benefits

SAWPA maintains an Alternative Work Schedule -- 9/80

The following benefits are paid by the agency :

- 1 **Your choice of Medical Plans for you, your spouse, & your dependents**
 - a Anthem Blue Cross Prudent Buyer Classic (PPO)
 - b Anthem Blue Cross California Care (HMO)
 - c Kaiser Permanente

(Current medical cap: \$1,245/mo)
- 2 **Delta Dental Premier/DPO Plan for you, your spouse & your dependents**
- 3 **Vision Service Plan for you, your spouse & your dependents**
- 4 **Employee Assistance Program**
- 5 **Life Insurance (2x your annual salary), up to \$250,000**
- 6 **Long-term Disability Insurance at 66 2/3% of your monthly salary**
- 7 **State Disability Insurance**
- 8 **PERS 2% @ 55 (7% contribution paid by employer)**

2% @ 62 for new members as defined by California law (share 50% of normal cost)
- 9 **Educational Reimbursement (up to \$1,400 per calendar year)**
- 10 **Employee Wellness Program Reimbursement (up to \$125 per fiscal year)**
- 11 **10 Holidays per year, plus one floating holiday**
- 12 **Vacation:**

0-5 years	12 days
6	13
7	14
8	15
9	16
10	17
11	18
12	19
13	20
14	21
15 or more	22
- 13 **Sick Leave - 9 hours per month, 108 hours per year**

The following benefits are paid by the employee:

- 14 **Social Security Retirement Benefit**

The following benefits are optional and paid by the employee:

- 15 **Deferred compensation/457 Plan**
- 16 **PERS Long-term Care insurance**
- 17 **Additional Life, ADD, LTD, and dependent life insurance**
- 18 **Pre-tax Flexible Spending and Child Care reimbursement accounts**
- 19 **Pre-tax Accident and Wellness insurance**