



SAWPA Benefits

SAWPA maintains an Alternative Work Schedule -- 9/80

The following benefits are paid by the agency, up to pre-designated limits:

- 1 Choice of Medical Plans for employee, spouse and dependents, the cost of which is paid by the agency up to pre-designated limits.
  - a Anthem Blue Cross Prudent Buyer Classic (PPO)
  - b Anthem Blue Cross California Care (HMO)
  - c Kaiser Permanente
- 2 Delta Dental Premier/DPO Plan for employee, spouse and dependents
- 3 Vision Service Plan for employee, spouse and dependents
- 4 Employee Assistance Program
- 5 Life Insurance (2x annual salary, up to \$250,000)
- 6 Long-term Disability Insurance at 66 2/3% of monthly salary
- 7 State Disability Insurance
- 8 CalPERS Classic Members [2% @ 55]
  - (Currently, 4.2% of 7% contribution is paid by employee; annual 1.40% increases thru 2020)
  - New Members [2% @ 62]
  - (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 Holidays: 10 designated holidays per year, plus one floating holiday
- 12 Sick Leave: 108 hours per year
- 13 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

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