



SAWPA Benefits

SAWPA maintains an alternate work schedule.

The following benefits are paid by the agency up to pre-designated limits. Employee pays for costs as detailed.

- 1 Choice of Medical Plans for employee, spouse and dependents, the cost of which is paid by the agency up to pre-designated limits. Employee pays for costs exceeding 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, 5.6% of salary paid by employee; increasing to 7.0% in 2020)
New Members (PERPA) [2% @ 62]
(Employee pays 50% of normal cost. Currently, 7.25% of salary paid by employee; subject to future increase pursuant to CalPERS.)
9 Educational Reimbursement (up to \$1,400 per calendar year)
10 Employee Wellness Program Reimbursement (up to \$125 per fiscal year)
11 Holidays: 11 per year (10 designated; 1 floating)
12 Sick Leave: 108 hours per year
13 Vacation:

Table with 2 columns: Years of Service, Days Per Year. Rows range from 0-5 to 15+.

The following benefits are paid by the employee:

- 14 Social Security Retirement Benefit

The following benefits are optional, paid by the employee, with no matching contributions:

- 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

