



**SAWPA Benefits**

*SAWPA maintains an alternate work schedule.*

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

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- 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 \$150 per fiscal year)**
- 11 Holidays: 11 per year (10 designated; 1 floating)**
- 12 Management Leave: Up to 45 hours per calendar year for Department Managers Only**
- 13 Sick Leave: 108 hours per year**
- 14 Vacation:**

Years of Service	Days Per Year
0-5	12
6	13
7	14
8	15
9	16
10	17
11	18
12	19
13	20
14	21
15+	22

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*The following benefits are paid by the employee:*

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- 15 Social Security Retirement Benefit**

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

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- 16 Deferred Compensation/457 Plan**
- 17 CalPERS Long-term Care Insurance (as and when available under CalPERS provisions)**
- 18 Additional Life, ADD, LTD, and dependent life insurance**
- 19 Pre-tax Flexible Spending and Child Care reimbursement accounts**
- 20 Pre-tax Accident and Wellness insurance**