



ACWA JPIA Employee Benefits Summary

**100% Covered
for Employee and Dependents
(no cost to employee)**

- ◆ Medical Insurance (Anthem, Kaiser)
- ◆ Dental Insurance (Delta Dental)
- ◆ Vision Coverage (VSP)
- ◆ Employee Assistance Program (Anthem)

**100% Covered
for Employee
(no cost to employee)**

- ◆ Short Term Disability
- ◆ Long Term Disability
- ◆ Workers' Compensation
- ◆ Life Insurance
- ◆ Unemployment Insurance

Paid Time Off

- ◆ Vacation—12 days per year to start
- ◆ Holidays—12 days
- ◆ Sick Leave—12 days (unlimited accrual)
- ◆ PTO—2 days can be taken from sick balance

**Educational Assistance
100% Covered (if job related)**

- ◆ Tuition
- ◆ Textbooks
- ◆ Continuing education (seminars, conferences)

**Cal PERS Retirement
2% @ 62**

**Retiree Medical Insurance
Up to \$500/month allowance
(additional \$500 for spouse)**