



ACWA JPIA Employee Benefits Summary

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

- ◆ Anthem, Kaiser Medical (av. \$18,000 annual value)
- ◆ Dental Insurance (av. \$1,200 annual value)
- ◆ Vision Coverage (av. \$250 annual value)
- ◆ Employee Assistance Program

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

- ◆ Short Term Disability
- ◆ Long Term Disability
- ◆ Workers' Compensation
- ◆ Life Insurance (av. \$1,200 annual value)
- ◆ Unemployment Insurance

Paid Time Off

- ◆ Vacation—12-20 days per year to start (depending on position)
- ◆ 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)**

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

**Cal PERS Retirement
2% @ 62 PEPR (2013)
2% @ 60 Classic tier**

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