



ACWA JPIA Summary of Benefits/Eligibility – Effective January 1, 2016

BENEFIT	DESCRIPTION	REGULAR FULL TIME 40 HRS. WK.	REGULAR FULL TIME LESS THAN 40 HRS./WK.	PART-TIME (less than 30 hrs. wk)	UNPAID LEAVE OF ABSENCE	WAITING PERIOD	EMPLOYER CONTRIBUTION	EMPLOYEE CONTRIBUTION
Vacation	12-25 days (exempt) & 96-200 hours (non-exempt)	Employee	Prorated	Prorated	Ineligible	None	100%	None
Holidays	12 days	Employee	Prorated	Prorated	Ineligible	None	100%	None
Paid/Sick Time Off*	12 days (exempt), 96 hours (non-exempt); inc. up to 16 hours personal time	Employee	Prorated	Prorated	Ineligible	None	100%	None
Medical	Anthem Blue Cross PPO Anthem California Care HMO Anthem CDHP Kaiser HMO with Chiro Kaiser CDHP	Employee & Dependents	Employee & Dependents	Not eligible	Employer pays first 3 months**	1 st of month after 30 days	100%	None
Retiree Health Benefits	Anthem Blue Cross PPO Anthem California Care HMO Kaiser	Employee & Dependents	Prorated, Employee & Dependents	Not eligible	Ineligible	10 years/ age 55	Depends on age and years of service	Depends on age and years of service
Dental	Delta Dental PPO DeltaCare HMO	Employee & Dependents	Employee & Dependents	Not eligible	Employer pays first 3 months**	1 st of month after 30 days	100%	None
Vision	\$500 maximum for two year period	Employee & Dependents	Employee & Dependents	Not eligible	Employer pays first 3 months**	1 st of month after 30 days	100%	None
STD	2-13 weeks	Employee	Employee	Not eligible	Employer pays first 3 months**	1 st of month	100%	None
LTD	13+ weeks	Employee	Employee	Not eligible	Employer pays first 3 months**	1 st of month	100%	None
W/C	As prescribed by law	Employee	Employee	Employee	Ineligible	None	100%	None
Unemployment	Determined by State	Employee	Employee	Not eligible	Ineligible	None	100%	None
PERS	Tier 1: Hired <i>before</i> Jan 1 2013: 2% @ 60 Tier 2: Hired <i>after</i> Jan 1 2013: 2% @ 62 (salary cap applicable)	Employee	Employee	Employee	Ineligible	None	Varies	Tier 1: 7% of earnings; 0 after 5 years FT; pro-rated PT Tier 2: 6.5% of earnings
Life	2x salary, max \$300,000 Dependents: per policy	Employee & Dependent	Employee & Dependents	Not eligible	Employer pays first 3 months**	1 st of month after 30 days	100%	None
Education Assistance	Tuition/Text: depends on program	Employee	Employee	Employee if job-related	Ineligible	After initial evaluation period	Depends on program	Depends on program
EAP	Employee Assistance Program	Employee & Dependents	Employee & Dependents	Eligible	Eligible	1 st of month after 30 days	100%	None

** For medical leaves, as legally mandated