



Local 522

Cosumnes Community Services District

Benefit Summary 2021

The amounts below represent the **District's contribution** towards the various benefit types listed, unless otherwise specified as Employee Contribution.

Retirement - The District participates in the California Public Employees Retirement System (CalPERS).

Term of Agreement: 07/01/2021 – 06/30/2024		
Benefit Type	Safety	Miscellaneous
Classic Member: (CalPERS or reciprocal agency member prior to 01/01/2013)	<ul style="list-style-type: none"> ➤ Formula of 3% @ 50 ➤ Single Highest Year Compensation ➤ Employee Contribution: 9% ➤ Employer Contribution: 14.860% ➤ Cost Share: 3% ➤ EPMC: No ➤ Survivor Benefit: \$2.00 ➤ Option 2W 	<ul style="list-style-type: none"> ➤ Hired with District prior to 12/01/11 Formula of 2.5% @ 55, or ➤ Hired with District after 11/30/11 Formula of 2% @ 55 ➤ Single Highest Year Compensation ➤ Employee Contribution: 2.5 @ 55 = 8%, 2 @ 55 = 7% ➤ Employer Contribution: 9.110% ➤ EPMC: No ➤ Survivor Benefit: \$2.00
New Member: (CalPERS or reciprocal agency member as of 01/01/2013)	<ul style="list-style-type: none"> ➤ Formula of 2.7% @ 57 ➤ Highest Average Compensation (over 3 years) ➤ Employee Contributions: 10.75% ➤ Employer Contributions: 17.860% ➤ Cost Share: N/A ➤ EPMC: No ➤ Survivor Benefit: \$2.00 ➤ Option 2W 	<ul style="list-style-type: none"> ➤ Formula of 2% @ 62 ➤ Highest Average Compensation (over 3 years) ➤ Employee Contributions: 6.25% ➤ Employer Contributions: 9.110% ➤ EPMC: No ➤ Survivor Benefit: \$2.00
Social Security:	District employee do not contribute to Social Security	
Health and Welfare:	Health: \$1,890.46 Dental: \$140.40 Vision: \$17.22	Health: \$1,954.68 Dental: \$140.40 Vision: \$17.22
Medicare:	1.45%	
Life Insurance:	\$20,000 for non-exempt employees = \$3.40 per month. \$15,000 –Additional coverage for safety only. Cost included in CAPF LTD plan	
Long Term Disability:	66 2/3 benefit for miscellaneous employees = \$.40 per 100 of salary CAPF LTD and Life for safety only = \$29.50 per month	
Employee Assistance (EAP):	\$4.86 per month	
OPEB:	Employee Contribution: 4.5%	Employee Contribution: 4.5%
Deferred Comp:	\$50 Flat Contribution/\$25 Match per month for PEPRA members.	
Cancer Plan:	Safety Only: \$22.36 per month	
Retiree Health Benefits:	Safety	
	Tier	Benefit
	I	Retired before 01/01/2015 Employee and Full Family. Benefit tied to Kaiser. See MOU for specific benefit level.

	II	Retired on or after 01/01/2015	Employee and Full Family. Tied to Kaiser. See MOU for specific benefit level.
	Miscellaneous Only		
	Tier	Eligibility	Benefit
	I	Hired before 03/01/17 and age 50 or 20 years of District service as of 01/01/15.	Employee and Full Family. Benefit tied to Kaiser.
	II	Hired before 03/01/17 and age 40 or 10 years of District services as of 01/01/15.	Employee plus 1 Dependent. Benefit is equal to active employees.
	III	Hired before 03/01/17 and under age 40 with less than 10 years of service as of 01/01/15.	Employee plus 1 Dependent. Benefit is equal to active employees. When Medicare eligible benefit is \$500/mo.
	IV	Hired on or after 03/01/17	Minimum Employer Contribution (MEC)
Retiree Health Vesting Schedule:	Applies to all employees hired after July 1, 2010		
Post-Employment Health Contribution:	Miscellaneous Only		
	Tier	Employee Contribution per month	Employer Contribution per month
	I	N/A	N/A
	II	\$20	\$100
	II	\$10	\$50
	IV	\$50	\$200
Longevity:	<u>Safety Only:</u> 10 years of service = 3.5% 15 years of service = 5.5% 18 years of service = 7.5% 21 years of service = 9.5%		
Incentive Pays:	<u>Safety Only:</u> Education Incentive: Max 8% Certifications: Max 8% Combined Education and Certifications: Max 14% Day Incentive: 10% Paramedic: \$550 plus additional 1% for Firefighter and .5% for Captains & Engineers Emergency Medical Technician: 2.5% Medical Transport Unit Premium: \$1.25 per hour Working Out of Class: \$1.46 for Captain, \$1.04 for Engineer		
Bilingual Pay:	\$100 per month		
Holiday In-Lieu:	104 hours per year (suppression only)		
Holidays:	12	13 plus 1 Floating Holiday	
Vacation:	Safety		
	Accrual Schedule (months)	Hours per Mo. (suppression)	Hours per Mo. (non-suppression)
	0-24	18	12.86
	25-59	22	15.72
	60-120	26	18.58
	121-240	30	21.43
	241 and over	34	24.29
	Miscellaneous		
	Accrual Schedule (years)	Hours per Month	
	1-2	6.67	
	3-4	10	
	5-9	12.83	
	10-15	15.67	
	16 and over	18.5	
Sick Leave:	24 hours per month for suppression 17.14 hours per month for non-suppression		8 hours per month.

Sick Leave Buy Back:	10% at time of retirement with 25 years of services with the District	
Bereavement Leave:	96 hours for suppression 80 hours for non-suppression Time off under this category is charged to a paid leave bank	3 days if local; 4 days if over 250 miles; Additional days are charged to a paid leave bank
Uniform Allowance	\$1,050 Annual Allowance	\$450 Annual Allowance