



Full-time Teamsters 150/853

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(s): 07/01/2019 – 06/30/2022			
Member Type	Miscellaneous		
Classic Member: (CalPERS or reciprocal agency member prior to 01/01/2013)	<ul style="list-style-type: none"> ➤ Hired with District prior to 12/01/11 <ul style="list-style-type: none"> ➤ Formula of 2.5% @ 55 ➤ Single Highest Year Compensation ➤ Employee Contribution: 8% 	<ul style="list-style-type: none"> ➤ Hired with District after 11/30/11 <ul style="list-style-type: none"> ➤ Formula of 2% @ 55 ➤ Single Highest Year Compensation ➤ Employee Contribution: 7% 	
	<ul style="list-style-type: none"> ➤ Employer Contribution: 9.110% ➤ Cost Sharing: N/A ➤ 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% @ 62 ➤ Highest Average Compensation (over 3 years) ➤ Employee Contributions: 6.25% ➤ Employer Contributions: 9.110% ➤ Survivor Benefit: \$2.00 		
Social Security:	District employees do not contribute to Social Security		
Health and Welfare:	Health: \$1,903.91 Dental: \$140.40 Vision: \$17.22		
Medicare:	1.45%		
Life Insurance:	\$20,000 for non-exempt employees = \$3.40 per month		
Long Term Disability:	Benefit pays 66 2/3 of salary. Salary max \$7,500 District Cost: .40 per 100 of Salary		
Employee Assistance (EAP):	\$4.86 per month		
Deferred Comp:	N/A		
OPEB:	Employee Contribution: 4%		
Retiree Health Benefits:	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. At 65 benefit is \$500/mo.
	IV	Hired on or after 03/01/2017	Minimum Employer Contribution (MEC)

Retiree Health Vesting Schedule:	Applies to all employee hired after July 1, 2010		
Post-Employment Health Contribution:	Tier	Employee Contribution	Employer Contribution
	I	N/A	N/A
	II	\$20	\$100
	III	\$10	\$50
	IV	\$50	\$200
Vacation:	1-2 years	6.67 hours per month	
	3-4 year	10 hours per month	
	5-9 years	12.83 hours per month	
	10-15 years	15.67 hours per month	
	16 and over	18.5 hours per month	
Holidays:	13 plus 1 floating holiday		
Sick Leave:	8 hours per month		
Bereavement Leave:	3 days if local; 4 days if over 250 miles		
Certification Pays:	Certifications: 2.5% of Salary. \$100 per month on certain certification. See Appendix D of the MOU for a list of Certifications		
Bilingual Pay:	\$100 per month		
Uniform Allowance:	Provided by the District		