



Unrepresented Employee Group

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).

| Benefit 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 ➤ Highest Three (3) Years 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% ➤ Employee Contributions: 9.110% ➤ Survivor Benefit: \$2.00 | |
| Social Security: | District employees do not contribute to Social Security | |
| Health and Welfare: | 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 \$50,000 for exempt employees = \$8.50 per month | |
| Long Term Disability: | Benefit Pays: 66 2/3 of salary. Max Salary \$7,500 District Cost: .40 per 100 of salary | |
| Employee Assistance (EAP): | \$4.86 per month | |
| Deferred Comp: | N/A | |
| OPEB: | Employee Contribution: 2% of Base Salary | |
| Retiree Health Benefits: | Tier | Benefit |
| | I | Hired before 03/01/17 and age 50 or 20 years of District service as of 01/01/15. |
| | II | Hired before 03/01/17 and age 40 or 10 years of District services as of 01/01/15. |
| | III | Hired before 03/01/17 and under age 40 with less than 10 years of service as of 01/01/15. |
| | IV | Hired on or after 03/01/2017 |
| Retiree Health Vesting Schedule: | Applies to all employees 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 | | |
| Administrative Leave: | 40 hours annually for exempt classifications | | |
| Bereavement Leave: | 3 days if local; 4 days if over 250 miles | | |