



# Full-Time Employee Benefits

## Cosumnes Community Services District

### Employee Paid Benefits:

#### Retirement

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

Member Type	Safety	Miscellaneous
<b>Classic Member</b> (CalPERS or reciprocal member prior to 01/01/2013)	<ul style="list-style-type: none"> <li>➤ Formula of 3% @ 55</li> <li>➤ Highest Year Compensation</li> </ul>	<ul style="list-style-type: none"> <li>➤ Hired with District <b>prior</b> to 12/01/11 – Formula of 2.5% @ 55</li> <li>➤ Hired with District <b>after</b> 11/30/2011 – Formula of 2% @ 50</li> <li>➤ Highest Year Compensation</li> </ul>
<b>New Member</b> (CalPERS or reciprocal member after 12/31/2012)	<ul style="list-style-type: none"> <li>➤ Formula of 2.7% @ 57</li> <li>➤ Highest Average Compensation (over 3 years)</li> </ul>	<ul style="list-style-type: none"> <li>➤ Formula of 2% @ 62</li> <li>➤ Highest Average Compensation (over 3 years)</li> </ul>

#### Health Insurance

Provided through CalPERS with a variety of HMO and PPO plans to choose from.

#### Deferred Compensation 457

The District has three plans to choose from.

### District Paid Benefits:

#### Life Insurance

The benefit provides a life insurance policy to all full-time employees; \$20,000 for non-exempt employees and \$50,000 for management employees. Additional life insurance can be purchased and paid for through payroll deduction.

#### Long Term Disability

The benefit provides payment of 66.2/3 % of the first \$7,500 of monthly pre-disability salary.

#### Dental and Vision Insurance

The District pays 100% of the basic plan benefit for the employee and their dependents.

#### Employee Assistance Program

The benefit provides employee assistance for the employee and the members of their household.

#### Vacation Leave

Accruals start at 6.67 hours per month.

#### Sick Leave

8 hours per month. Sick Leave converts to service credit with PERS upon retirement.

#### Holidays

The District observes 13 holidays and 1 floating holiday per year.