



**SOUTH PLACER M.U.D. BENEFITS  
DEPARTMENT OF ADMINISTRATIVE SERVICES**

1. **SALARY:** SCHEDULE OF SALARY RANGE/STEPS BY POSITION
  
2. **RETIREMENT:**

**2% @ 55 – CLASSIC PERS MEMBER – If meeting the CalPERS criteria as a Classic member (& within six months of separating from a CalPERS covered employer)**  
 Employer rate is paid by SPMUD, Employee rate paid by employee

**2% @ 62 – NEW PERS MEMBER**  
 Employer rate paid by SPMUD, Employee rate paid by employee
  
3. **SOCIAL SECURITY - The District participates in Social Security**
  
4. **HEALTH INSURANCE**
  - a. Medical provided by CalPERS Health Program with various plans to choose from. Premiums vary depending upon the plan – In 2015, the District pays for full time employees up to the Kaiser rates of:
    - \$703.96 - single coverage
    - \$1,407.92 - 2-party coverage
    - \$1,830.30 - family coverage

For employees who receive medical coverage from another source (i.e. Spouse, Parent, military etc.) they may decline District medical coverage, and receive a supplemental Benefit Stipend in the amount of \$400 per month.
  
  - b. Vision – VSP through Placer County
 

Monthly premium is	Single	\$7.00 paid by District
	2 party	\$7.00 paid by District, \$10.80 paid by employee
	Family	\$7.00 paid by District, \$19.28 paid by employee
  
  - c. Dental - Delta Dental through Placer County
 

Monthly premium is	Single	\$50.00 paid by district
	Family	\$81.00 paid by district, \$31.00 paid by employee

5. **RETIREE HEALTH INSURANCE**

The District offers retiree health insurance through CalPERS. The cost of health insurance will be reimbursed by the District in accordance with the Retiree Vesting Schedule up to the Kaiser Employee plus 1 dependent rate plan of the CalPERS Sacramento Area Region health rates. (Employees hired after July 1, 2011 retiring after January 1, 2013, that have been CalPERS members for ten [10] years (five [5] of which must be as an employee of SPMUD) are entitled to retiree medical contributions in accordance with the vesting schedule below.

<b>EMPLOYEES HIRED AFTER JULY 1, 2011 RETIREE MEDICAL VESTING SCHEDULE</b>	
Credited Years of Service	% of Employer Contribution
0 to 10	0
10	50
11	55
12	60
13	65
14	70
15	75
16	80
17	85
18	90
19	95
20 or more	100

**6. VACATION per year**

0-48 months of service	80 hours per year
49 - 108 months (beginning of 5 yrs. to end of 9 yrs. of service)	120 hours per year
109 - 168 months (beginning of 10 yrs. to end of 14 yrs. of service)	160 hours per year
169 - 228 months (beginning of 15 yrs. to end of 19 yrs.) of service	180 hours per year
229 months (beginning of 20 yrs. of service)	200 hours per year

**7. SICK LEAVE**

96 hours per each full year of service – no maximum accrual

**8. LONGEVITY**

2.5% Increase to base pay upon completion of 15 consecutive years of employment with the District.

2.5% Increase to base pay upon completion of 25 consecutive years of employment with the District.

**9. HOLIDAYS**

12 paid holidays per year

**10. SAFETY GEAR REIMBURSEMENT**

Full Time Positions that are required to perform any work in the field are entitled to reimbursement for approved Safety toe boots and any supplemental safety/rain gear in the amount of \$250 per year – as set by the MOU.

Full Time Employees who are required to wear prescription glasses will be eligible for \$150 per year towards the cost of protective eyewear.

**11. LIFE INSURANCE**

\$25,000 Life Insurance plan paid by the District.

**12. DEFERRED COMPENSATION PROGRAMS**

Employees of the District may participate in a District approved 457 Deferred Compensation Program (currently CALPERS 457 or MASS MUTUAL). The District will match employee contributions to the amounts below:

Field & Technical Services Employees – the District will match \$75.00 per pay period to a District approved deferred compensation program.

**13. ADDITIONAL EMPLOYEE CONTRIBUTION BENEFITS**

The following are benefits available for all District employees. These are 100% employee paid programs and can be deducted from your payroll check.

Life, Long Term Disability and Sickness Insurance – currently through AMERICAN FIDELITY

Flexible Spending Program – currently through TASC