



SOUTH PLACER MUNICIPAL UTILITY DISTRICT BENEFITS UNREPRESENTED EMPLOYEES

1. **EFFECTIVE:** March 19, 2026
2. **SALARY:** SCHEDULE OF SALARY RANGE/STEPS BY POSITION
3. **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
4. **SOCIAL SECURITY:** The District participates in Social Security.
5. **HEALTH INSURANCE:**
 - a. Medical provided by CalPERS Health Program with various plans to choose from. Premiums vary depending upon the plan – In 2026, the District pays for full-time employees up to the Kaiser rates of:

TIER	DISTRICT PAID MEDICAL BENEFIT (<i>up to applicable Kaiser plan</i>)
Employee Only	up to \$1,168.86
Employee + 1	up to \$2,337.72
Employee + Family	up to \$3,039.04

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 \$540 per month.

- b. Vision – VSP through Placer County

TIER	DISTRICT PAID VISION BENEFIT
Employee Only	\$7.00
Employee + 1	\$17.80
Employee + Family	\$26.28

- c. Dental - Delta Dental through Placer County

TIER	DISTRICT PAID DENTAL BENEFIT
Employee Only	\$50.00
Employee + 1	\$50.00
Employee + Family	\$112.00

6. **VACATION:**

Per year based on Cumulative Full-Time Public Sector Employment with a California Public Agency.

TIER	PER PAY PERIOD
0-36 months of service	3.692 hours
37 - 108 months	4.615 hours
109 - 168 months	6.154 hours
169 months +	7.692 hours

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 10 consecutive years of employment with the District.

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

9. HOLIDAYS:

12 paid Holidays per year

1 paid Personal Day per year (pro-rated)

10. RETIREE MEDICAL PLAN:

TIER	BENEFIT
Tier 2 – employees hired before 01/01/2026 and retiring after 01/01/2026.	Up to the Kaiser Rate Plan of the Region 1 health plan at either the employee only, employee + 1, or employee +2 premium minus the SPMUDs CalPERS PEMCHA minimum contribution, District paid. 1% of base pay employee contribution into SPMUD's OPEB fund.
Tier 3 – employees hired after 01/01/2026	MissionSquare Retiree Health Savings Account (RHSA) account with \$200 per pay period District contribution. Employee contribution set by Local 39.

11. LIFE INSURANCE:

Management Support employees receive a \$100,000 Life Insurance Plan paid by the District .

Management employees received a \$175,000 Life Insurance plan paid by the District.

12. CAR ALLOWANCE:

Management employees receive a \$150 per pay period car/transportation allowance.

13. CELL PHONE ALLOWANCE:

Dependent upon classification, in lieu of a District furnished cell phone, employees may receive \$30 per pay period towards an employee provided cell phone allowance.

14. BOOT REIMBURSEMENT:

Employees holding the positions of Associate Engineer or Field Supervisor will be reimbursed for safety boots up to \$350.00 annually.

15. EYE WEAR REIMBURSEMENT:

Employees will be reimbursed from Personal Protective Equipment (PPE) prescription eyewear or eyewear that contains blue light protection up to \$300 annually.

16. DEFERRED COMPENSATION PROGRAMS:

Employees may participate in a District approved 457 Deferred Compensation Program (currently CALPERS 457 or EMPOWER). The District will match employee contributions up to \$150.00 per pay period into a 401(a) deferred compensation plan.

The District contributes 2.5% of a Management Support employee's base salary per pay period into a 401(a) deferred compensation plan.

The District contributes 5% of a Management employee's base salary per pay period into a 401(a) deferred compensation plan.

17. 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.

Additional Life, Long Term Disability, Sickness Insurance, and Flexible Spending Accounts for Medical, Dental, and Child Care Services – currently through AMERICAN FIDELITY.

18. EMPLOYEE ASSISTANCE PROGRAM:

The District provides employees with an Employee Assistance Program through Concern EAP that offers articles and resources to support health and wellness.