



**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)**  
Employee rate paid by employee – 7.00%
  
  - 2% @ 62 – NEW PERS MEMBER**  
Employee rate paid by employee – 6.25%
  
- 3. **SOCIAL SECURITY - The District pays into Social Security**
  
- 4. **INSURANCE**
  - a. Medical provided by CalPERS Health Program with various plans to choose from. Premiums vary depending upon the plan – In 2019, the District pays for full time employees up to the Kaiser rates of:
    - \$687.99 - single coverage
    - \$1375.98 - 2-party coverage
    - \$1788.77 - 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	\$9.00 paid by District
	2 party	\$9.00 paid by District, \$10.80 paid by employee
	Family	\$9.00 paid by District, \$19.28 paid by employee
  
  - c. Dental - Delta Dental through Placer County
 

Monthly premium is	Single	\$61.00 paid by district
	Family	\$92.00 paid by district, \$31.00 paid by employee

5. **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

- 6. **SICK LEAVE**  
96 hours per each full year of service – no maximum accrual
  
- 7. **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.

**8. HOLIDAYS**

12 paid Holidays per year

1 paid Personal Day per year (pro-rated)

**9. RETIREMENT MEDICAL PLAN** – The District has a retiree medical vesting schedule which credits the employee for each year of service to cover retiree medical costs, up to 100% reimbursement at 20 years of service and above.

**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.

**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.

Administrative Services Employees – the District will match \$100.00 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

Additional Contributions to Deferred Compensation – CalPERS or Mass Mutual

Flex Spending Accounts for Medical, Dental and Child Care Services