



**SOUTH PLACER M.U.D. MANAGER 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 2025, the District pays for full time employees up to the Kaiser rates of:
 - \$1,112.90 - single coverage
 - \$2,225.80 - 2-party coverage
 - \$2,893.54 - 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 \$540 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. **VACATION per year**

0-36 months of service	120 hours per year
37 months (beginning of 4 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% Fixed increase upon completion of 25 consecutive years of employment with the District.

- 8. **HOLIDAYS**
11 paid Holidays per year
1 paid Personal Day per year (pro-rated)

9. RETIREE 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. LIFE INSURANCE

\$150,000 Life Insurance plan paid by the District.

11. CAR ALLOWANCE

\$150 per pay period car/transportation allowance

12. CELL PHONE ALLOWANCE

In lieu of a District furnished cell phone, \$30 per pay period towards an employee provided cell phone allowance

13. DEFERRED COMPENSATION PROGRAMS

Employees of the District 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.

14. SUPPLEMENTAL RETIREMENT PROGRAM

The District will contribute 5% of the individual management employee's annual salary into a 401(a) defined contribution plan as applied equally over each pay period during the year.

15. 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.

16. EMPLOYEE PROGRAMS

The District has the following employee programs:

Concern Employee Assistance Program: articles and resources to support health and wellness