



**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 2024, the District pays for full time employees up to the Kaiser rates of:
 - \$1,021.41 - single coverage
 - \$2,042.82 - 2-party coverage
 - \$2,655.67 - 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**

0-48 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% 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. 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 \$350 per year – as set by the MOU.

11. LIFE INSURANCE

\$75,000 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 EMPOWER). The District will match employee contributions up to \$150.00 per pay period.

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.

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

14. EMPLOYEE PROGRAMS

The District has the following employee programs:

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

Master's Program: voluntary program to accomplish ten job related goals and receive a one-time incentive