



Full-time Teamsters 150/853

Cosumnes Community Services District

Benefit Summary 2024

The amounts below represent the **District's contribution** towards the various benefit types listed, unless otherwise specified as Employee Contribution.

Retirement - The District participates in the California Public Employees Retirement System (CalPERS).

Term of Agreement(s): 07/01/2022 – 06/30/2025			
Member Type	Miscellaneous		
Classic Member: (CalPERS or reciprocal agency member prior to 01/01/2013)	➤ Hired with District prior to 12/01/11	➤ Hired with District after 11/30/11	
	➤ Formula of 2.5% @ 55	➤ Formula of 2% @ 55	
	➤ Single Highest Year Compensation	➤ Single Highest Year Compensation	
	➤ Employee Contribution: 8%	➤ Employee Contribution: 7%	
	➤ Employer Contribution: 10.12%		
	Effective 07/01/2024: 9.79%		
	➤ Cost Sharing: N/A		
	➤ EPMC: No		
	➤ Survivor Benefit \$2.00		
New Member: (CalPERS or reciprocal agency member as of 01/01/2013)	➤ Formula of 2% @ 62		
	➤ Highest Average Compensation (over 3 years)		
	➤ Employee Contributions: 7.75%		
	➤ Employer Contributions: 10.12%		
	Effective 07/01/2024: 9.79%		
	➤ Survivor Benefit: \$2.00		
Social Security:	District employees do not contribute to Social Security		
Health and Welfare:	Health: \$2,390.10		
	Dental: \$133.48		
	Vision: \$17.05		
Health Stipend	Employee Only or Employee +1: \$300		
	Employee +2 or more: \$400		
Medicare:	1.45%		
Life Insurance:	\$20,000 for non-exempt employees = \$3.60 per month		
Long-Term Disability:	Benefit pays 66 2/3 of Salary. Salary max \$7,500		
	District Cost: .0052 per 1,000 of Salary		
Employee Assistance (EAP):	\$4.96 per month		
Deferred Comp:	\$50 Flat Contribution plus \$25 Match per month for employees hired after 01/01/13.		
OPEB:	Employee Contribution: 4% for retiree health tiers I, II and III		
Retiree Health Benefits:	Tier	Eligibility	Benefit
	I	Hired before 03/01/17 and age 50 or 20 years of District service as of 01/01/15.	Employee and Full Family. Benefit tied to Kaiser.
	II	Hired before 03/01/17 and age 40 or 10 years of District services as of 01/01/15.	Employee plus 1 Dependent. Benefit is equal to active employees.

	III	Hired before 03/01/17 and under age 40 with less than 10 years of service as of 01/01/15.	Employee plus 1 Dependent. Benefit is equal to active employees. At 65 benefit is \$500/mo.
	IV	Hired on or after 03/01/2017	Minimum Employer Contribution (MEC)
Retiree Health Vesting Schedule:	Applies to all employees hired after July 1, 2010		
Post-Employment Health Contribution:	Tier	Employee Contribution	Employer Contribution
	I	N/A	N/A
	II	\$20	\$100
	III	\$10	\$50
	IV	\$50	\$200
Vacation:	1-2 years		6.67 hours per month
	3-4 year		10 hours per month
	5-9 years		12.83 hours per month
	10-15 years		15.67 hours per month
	16 and over		18.5 hours per month
Holidays:	13 plus 1 floating holiday		
Sick Leave:	8 hours per month		
Bereavement Leave:	3 days if local; 4 days if over 250 miles		
Certification Pays:	Certifications: 2.5% of Salary. \$100 per month on certain certifications. See Appendix D of the MOU for a list of Certifications		
Bilingual Pay:	\$100 per month		
Uniform Allowance:	Provided by the District		