



Unrepresented Employee Group

Cosumnes Community Services District

Benefit Summary 2025

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).

Compensation

- A Classification and Compensation (Class & Comp) study is conducted every five (5) years for full-time unrepresented classifications.
- In years when a study is not conducted, the District will consider a cost-of-living adjustment (COLA).
- Class & Comp studies should be completed by May of the year they are scheduled.

Benefit Type	Miscellaneous	
Classic Member: (CalPERS or reciprocal agency member prior to 01/01/2013)	<ul style="list-style-type: none"> ➤ Hired with District prior to 12/01/11 <ul style="list-style-type: none"> ➤ Formula of 2.5% @ 55 ➤ Single Highest Year Compensation ➤ Employee Contribution: 8% 	<ul style="list-style-type: none"> ➤ Hired with District after 11/30/11 <ul style="list-style-type: none"> ➤ Formula of 2% @ 55 ➤ Highest Three (3) Years Compensation ➤ Employee Contribution: 7%
	<ul style="list-style-type: none"> ➤ Employer Contribution: 10.12% ➤ Cost Sharing: N/A ➤ EPMC: No ➤ Survivor Benefit \$2.00 	
New Member: (CalPERS or reciprocal agency member as of 01/01/2013)	<ul style="list-style-type: none"> ➤ Formula of 2% @ 62 ➤ Highest Average Compensation (over 3 years) ➤ Employee Contributions: 7.75% ➤ Employer Contributions: 10.12% ➤ Survivor Benefit: \$2.00 	
Social Security:	District employees do not contribute to Social Security	
Health and Welfare:	Health: \$2,400.18 Dental: \$133.48 Vision: \$17.05	
Health Stipend	Employee Only or Employee +1: \$200 Employee +2 or more: \$300	
Medicare:	1.45%	
Life Insurance:	\$20,000 for non-exempt employees = \$3.60 per month \$50,000 for exempt employees = \$9.00 per month	
Long-Term Disability:	Benefit Pays: 66 2/3 of salary. Max Salary \$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 01/01/2013	
OPEB:	Employee Contribution: Retiree Tier I Employees: 3.5% of Base Salary Retiree Tier II Employees: 3% of Base Salary Retiree Tier III Employees: 2.5% of Base Salary	

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. Vesting schedule applies to those hired after
	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. When Medicare eligible 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 3-4 year 5-9 years 10-15 years 16 and over		6.67 hours per month 10 hours per month 12.83 hours per month 15.67 hours per month 18.5 hours per month
Holidays:	13 plus 1 Floating Holiday and 1 Employee Choice Holiday		
Sick Leave:	8 hours per month		
Administrative Leave:	40 hours annually for exempt classifications		
Bereavement Leave:	5 days if local; 7 days if over 250 miles		