



# Management Employee Organization (MEO)

## Cosumnes Community Services District

### Benefit Summary 07/01/2025 – 06/30/2028

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: 07/01/2025 – 06/30/2028			
Benefit Type	Safety		
<b>Classic Member:</b> (CalPERS or reciprocal agency member prior to 01/01/2013)	➤ Formula of 3% @ 50	➤ Cost Sharing Employee: 3%	
	➤ Single Highest Year Compensation	➤ EPMC: No	
	➤ Employee Contribution: 9%	➤ Survivor Benefit: \$2.00	
	➤ Employer Contribution: 15.15%	➤ Option 2W	
<b>New Member:</b> (CalPERS or reciprocal agency member as of 01/01/2013)	➤ Formula of 2.7% @ 57	➤ Cost Sharing: N/A	
	➤ Highest Average Compensation (over 3 years)	➤ EPMC: No	
	➤ Employee Contributions: 11.5%	➤ Survivor Benefit: \$2.00	
	➤ Employer Contributions: 18.15%	➤ Option 2W	
<b>Social Security:</b>	District employees do not contribute to Social Security		
<b>Health and Welfare:</b>	Health: \$2,335.95 Dental: \$133.48 Vision: \$17.05		
<b>Medicare:</b>	1.45%		
<b>Life Insurance:</b>	\$50,000 for exempt employees = \$9.00 per month \$15,000 – Additional coverage for Safety only. Cost included in CAPF LTD plan		
<b>Long-Term Disability:</b>	CAPF LTD and Life for Safety only = \$29.50 per month		
<b>Employee Assistance (EAP):</b>	\$9.45 per month		
<b>Deferred Comp:</b>	N/A		
<b>OPEB:</b>	Employee Contribution: 4.5% of Base Salary		
<b>Cancer Plan:</b>	\$22.54 per month		
<b>Retiree Health Benefits:</b>	Tier	Eligibility	Benefit
	I	Retired before 07/01/17	Employee and Full Family. Benefit tied to Kaiser.
	II	Retired on or after 07/01/17	Employee and Full Family. Employee pays min. of \$225 for family. Medicare eligible benefit is \$525/mo.
<b>Retiree Health Vesting Schedule:</b>	Applies to all employees hired after July 1, 2010		
<b>Longevity:</b>	2% of base salary per month after 10 years of continuous District service. 3% of base salary per month after 15 years of continuous District service. 4% of base salary per month after 20 years of continuous District service. 5% of base salary per month after 25 years of continuous District service.		
<b>Incentive Pays:</b>	Education: \$900 per month		

	EMT: \$150 per month Paramedic: \$400 per month Bilingual Pay \$100 per month Day Incentive: 10%		
<b>Holiday In-Lieu:</b>	120 hours per year		
<b>Vacation:</b>	<b>Accrual Schedule (months)</b>	<b>Hours per Mo. (suppression)</b>	<b>Hours per Mo. (non-suppression)</b>
	0-24	18	12.86
	25-48	22	15.71
	49-108	26	18.57
	109-180	30	21.43
	181 and over	34	24.29
<b>Vacation Cash Out:</b>	Suppression: 56 hours annually Non-Suppression: 40 hours annually		
<b>Sick Leave:</b>	24 hours per month for suppression 17.14 hours per month for non-suppression		
<b>Sick Leave Buy Back:</b>	10% at the time of retirement with 25 years of service with the District		
<b>Management Leave:</b>	Suppression: 56 hours annually Non-Suppression: 40 hours annually		
<b>Bereavement Leave:</b>	Requires use of a paid leave bank		
<b>Uniform Allowance:</b>	\$1,300 Annually		