



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		
Classic Member: (CalPERS or reciprocal agency member prior to 01/01/2013)	➤ Formula of 3% @ 50 ➤ Single Highest Year Compensation ➤ Employee Contribution: 9% ➤ Employer Contribution: 15.15%	➤ Cost Sharing Employee: 3% ➤ EPMC: No ➤ Survivor Benefit: \$2.00 ➤ Option 2W	
New Member: (CalPERS or reciprocal agency member as of 01/01/2013)	➤ Formula of 2.7% @ 57 ➤ Highest Average Compensation (over 3 years) ➤ Employee Contributions: 11.5% ➤ Employer Contributions: 18.15%	➤ Cost Sharing: N/A ➤ EPMC: No ➤ Survivor Benefit: \$2.00 ➤ Option 2W	
Social Security:	District employees do not contribute to Social Security		
Health and Welfare:	Health: \$2,335.95 Dental: \$133.48 Vision: \$17.05		
Medicare:	1.45%		
Life Insurance:	\$50,000 for exempt employees = \$9.00 per month \$15,000 – Additional coverage for Safety only. Cost included in CAPF LTD plan		
Long-Term Disability:	CAPF LTD and Life for Safety only = \$29.50 per month		
Employee Assistance (EAP):	\$9.45 per month		
Deferred Comp:	N/A		
OPEB:	Employee Contribution: 4.5% of Base Salary		
Cancer Plan:	\$22.54 per month		
Retiree Health Benefits:	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.
Retiree Health Vesting Schedule:	Applies to all employees hired after July 1, 2010		
Longevity:	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.		
Incentive Pays:	Education: \$900 per month		

	EMT: \$150 per month Paramedic: \$400 per month Bilingual Pay \$100 per month Day Incentive: 10%		
Holiday In-Lieu:	120 hours per year		
Vacation:	Accrual Schedule (months)	Hours per Mo. (suppression)	Hours per Mo. (non-suppression)
	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
Vacation Cash Out:	Suppression: 56 hours annually Non-Suppression: 40 hours annually		
Sick Leave:	24 hours per month for suppression 17.14 hours per month for non-suppression		
Sick Leave Buy Back:	10% at the time of retirement with 25 years of service with the District		
Management Leave:	Suppression: 56 hours annually Non-Suppression: 40 hours annually		
Bereavement Leave:	Requires use of a paid leave bank		
Uniform Allowance:	\$1,300 Annually		