



Tuolumne Utilities District EMPLOYEE BENEFITS

The following provides a brief description the District's benefit package. Please refer to the latest MOU and policies for details.

Updated: July 1, 2018

Retirement Benefits: Provided through the California Public Employees' Retirement System (CalPERS). Retirement formula and Employer Paid Member Contribution determined by hire date.

- 2.0% at age 55 Formula* for those hired after 11/26/2012 with one-year final compensation
- 2.0% at age 62 Formula (pension reform) for those hired after 1/1/13 with three-year averaging final compensation.

*New hires considered "Classic Members" by CalPERS.

Employee pays the "employee share" toward his/her retirement. Currently 6.25% for PEPRAs employees.

Other benefits: Sick Leave Credit, Military Credit

Social Security: The District participates in Social Security and Medicare.

Medical Insurance: Provided for employees and eligible dependents through the California Public Employees' Retirement System. The District pays 85% of the premium for employees and their dependents.

Dental & Vision Insurance: Provided by the District through the Association of California Water Agencies (ACWA-JPIA). The district pays the entire premium for employees and their dependents.

Life Insurance: The District provides a policy for coverage of 2x employee's annual salary. Employees may purchase additional life coverage equal to their basic coverage with evidence of insurability.

Short and Long-Term Disability Insurance: Provided by the District. Employees receive 66 2/3% of salary to a maximum dollar amount for non-work related injury or illness.

Employee Assistance Program (EAP): Provided by the District for employees and their eligible dependents. A confidential hotline to help with emotional concerns, alcohol or drug abuse, relationships, financial and legal concerns, and more.

Retiree Health Insurance: Varies depending on hire date. Employees hired after May 1, 2013 receive the minimum employer contributions per month as prescribed in Section 22892(b)(1) of the Government Code.

Vacation: The District provides time off as follows:

0-2 years = 10 days; 3-9 years = 15 days; 10-19 years = 20 days; 20 years or more = 25 days

Sick Leave: Accrue 3.69 hours per pay period (12 days per year). Sick leave may convert toward CalPERS service credit upon retirement.

Holidays: 12 holidays, plus one floating holiday per year

Additional Time Off: 36 hrs to use as leave or cash out. Hours are prorated if hired after July 1st. (FY19 only)

Jury Duty Leave ~ Bereavement Leave ~ Continuing Education and Tuition Assistance

District-Issued Uniforms and Boot Allowance: For required employees.

Voluntary employee participation programs:

Deferred Compensation: Additional retirement savings plans. Four plans are available – Mass Mutual, AIG VALIC, CalPERS 457 plan and TD Ameritrade.

Flexible Spending Accounts: Employees may set aside part of their salary each pay period on a pre-tax basis to pay for out-of-pocket medical and childcare expenses.

Colonial Life of AFLAC: Employee-funded supplemental policies that include accident insurance, cancer insurance, short-term disability and life insurance.

Credit Union memberships: Financial Center Credit Union, CEFCU, Golden One Credit Union.

Health Clubs: Discount memberships in local health and fitness centers.

Propane Discount: Discount propane available at local propane company.

Cell Phone Discount: An employee discount is available for some plans with Verizon Wireless.

The district is committed to providing a comprehensive and competitive benefits package.