



**Tuolumne Utilities District**  
**EMPLOYEE BENEFITS –March 2020**

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

**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 "Classic" – new hires that are currently member of CalPERS
- 2.0% at age 62 Formula "PEPRA" – all new hires after January 1, 2013

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

**Medical Insurance:** The District pays 85% of the premium for employees and their dependents in selected California Public Employees' Retirement System (CalPERS) health plan.

**Dental Insurance:** Delta Dental PPO - The district pays 100% of premium for employees and their dependents.

**Vision Insurance:** Vision Service Plan (VSP) - The district pays 100% of premium for employees and their dependents.

**Life Insurance:** The District provides a basic life policy 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:** District paid - Employees receive 66 2/3% of salary up to \$7,500 per month for injury or illness.

**Employee Assistance Program (EAP):** Confidential service available 24/7 that provides assessment, counseling, and resources to help employees resolve personal issues provided by the District for employees and their eligible dependents.

**Retiree Health Insurance:** District pays the minimum employer contributions per month as prescribed in Section 22892(b)(1) of the Government Code.

**Vacation:** Following six months of continuous employment, annual vacation accruals are 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:** Following one month of continuous employment, annual sick leave accrues at 12 days per year. Sick leave may convert toward CalPERS service credit upon retirement.

**Holidays:** 12 paid holidays, plus one floating holiday per year

**Jury Duty Leave ~ Bereavement Leave ~ Continuing Education and Tuition Assistance**  
**District-Issued Uniforms and Safety-Toed Boot Allowance**

**Voluntary employee participation programs:**

**Deferred Compensation:** Additional retirement savings plans. Available Plans – Mass Mutual, AIG VALIC, CalPERS 457 plan.

**Section 125 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.

**Aflac:** Employee-paid 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:** Discounts to initiation and membership fees at local health and fitness centers.

**Propane Discount:** Discounted propane rates 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.*