



Tuolumne Utilities District EMPLOYEE BENEFITS

January 2011

The following provides a brief description 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). For employees hired after January 1, 2011, the employee pays 4% of the employee contribution for the first five years of employment. For those hired before that date, the District pays the full 8% employee contribution and the employer contribution. The District's contract with CalPERS includes:

- 2.7% at age 55 Formula
- Sick Leave Credit
- 1 Year Final Compensation
- Military Credit

Social Security: The District participates in Social Security.

Medical Insurance: Provided for employees and eligible dependents through the California Public Employees' Retirement System. The District pays a major portion of the premium for employees and their dependents in PERSChoice.

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

Life Insurance: The District provides a policy for coverage of two times annual salary.

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: Provided by the District for employees, retirees, 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: The District pays a percentage of the monthly premium based upon years of service. A minimum of 10 years service is required to receive 50% of the employer contribution.

Deferred Compensation: Voluntary employee participation in additional retirement savings plans. Four plans are available - Hartford Life Insurance Company, AIG VALIC, CalPERS 457 plan and TD Ameritrade.

Flexible Spending Accounts: Voluntary employee participation. 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: Voluntary employee participation. Employee-funded benefits supplemental policies that include accident insurance, cancer insurance, short-term disability and life insurance.

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 per year, plus 1 floating holiday

Jury Duty Leave / Bereavement Leave

Continuing Education and Tuition Assistance

District-Issued Uniform and Boot Allowance

And more....

Credit Union memberships

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 Golden State Cellular.

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