



Tuolumne Utilities District EMPLOYEE BENEFITS

October 2008

Retirement Benefits: Provided through the California Public Employees' Retirement System (CalPERS). The District pays the full 8% employee contribution and reports this contribution to CalPERS as reportable income. 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. There are two CalPERS plans offered in Tuolumne County -- PERSCare and PERSCheck. The District pays a major portion of the premium for employees and their dependents.

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.

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.

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

Short and Long-Term Disability Insurance: Provided by the District. Employees receive 66 2/3% of salary to a maximum dollar amount.

Employee Assistance Program: Provided by the District for employees, retirees, and their eligible dependents.

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 (no District contribution). Four 457 plans are available – CalPERS 457 Plan, the Hartford Life Insurance Company, AIG VALIC and The Vanguard.

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

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

Credit Union memberships

Continuing Education and Tuition Assistance

District-Issued Clothing and Boot Allowance

Jury Duty Leave / Bereavement Leave

Rewards and Recognitions

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