

Summary of Management Employee Benefits

The following is the summary of benefits provided to the management employees of the South Tahoe Public Utility District.

Health Insurance	Includes medical, dental, and prescription coverage. Premiums are paid by the District for the employee and eligible dependants. Medical insurance benefits include: <ul style="list-style-type: none"> • \$100/year deductible (if all wellness guidelines met) • Generally, 90% benefit coverage for medically necessary services offered by a preferred provider physician. • \$10 office visit co-pay (if all wellness guidelines met) • \$25 per calendar year dental deductible • Prescriptions co-pay amounts: <ul style="list-style-type: none"> ○ Retail pharmacy – generic: \$5.00 ○ Retail pharmacy – brand name: \$45.00 ○ Mail service generic 90 day: \$10.00 ○ Mail service name brand 90 day: \$75.00 																		
Vision Insurance	No deductible. Premiums paid by the District for employee and eligible dependants.																		
Short-Term Disability	If disabled (off the job) pays 20% to a maximum benefit of \$1,000 (to supplement SDI payments) for a maximum of 22 weeks																		
Long-Term Disability	If disabled (off the job) pays 70% of base salary (up to \$3,000 per month), after a 360 day waiting period. Premiums paid by the District.																		
Life Insurance	Death benefit one times annual base pay. Premium paid by the District.																		
Pension Plan	Member of CalPERS, 2.7% @ 55 benefit formula. District contributes 16.59% of employee base salary to CalPERS. Employee contributes 6.59% of base salary to CalPERS.																		
Post-Retirement Health Insurance	The District does not provide post-retirement medical benefits to its retirees.																		
Holidays, Vacation, and Sick Leave	<p>Holidays: January 1, Lincoln’s Birthday, 3rd. Monday of February, Memorial Day, July 4, Veteran’s Day, Thanksgiving Day, Friday following Thanksgiving, December 24, December 25, plus three (3) hours floating holiday pay.</p> <table border="0" data-bbox="548 1473 1450 1680"> <thead> <tr> <th>Vacation</th> <th>Years of Service</th> <th>Vacation Accrual</th> </tr> </thead> <tbody> <tr> <td></td> <td>0-3 years</td> <td>80 hours</td> </tr> <tr> <td></td> <td>3-10 years</td> <td>120 hours</td> </tr> <tr> <td></td> <td>10-20 years</td> <td>160 hours</td> </tr> <tr> <td></td> <td>20-25 years</td> <td>168 hours</td> </tr> <tr> <td></td> <td>25+ years</td> <td>176 hours</td> </tr> </tbody> </table> <p>Sick Leave: Accrue eight (8) hours per month</p> <p>First paycheck in December each year, all employees may buy back unused vacation and sick time within the following guidelines:</p> <ul style="list-style-type: none"> • Vacation: Up to a maximum of 50% of annual accrual • Sick: Any accrual in excess of 1040 hours 	Vacation	Years of Service	Vacation Accrual		0-3 years	80 hours		3-10 years	120 hours		10-20 years	160 hours		20-25 years	168 hours		25+ years	176 hours
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