

### Summary of Union Employee Benefits

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

<b>Health Insurance</b>	<p>Includes medical, dental, and prescription coverage. Premiums are paid by the District for the employee and eligible dependants. Medical insurance benefits include:</p> <ul style="list-style-type: none"> <li>• \$100/year deductible (if all wellness guidelines met)</li> <li>• Generally, 90% benefit coverage for medically necessary services offered by a preferred provider physician.</li> <li>• \$10 office visit co-pay (if all wellness guidelines met)</li> <li>• \$25 per calendar year dental deductible</li> <li>• Prescriptions co-pay amounts: <ul style="list-style-type: none"> <li>○ Retail pharmacy – generic: \$5.00</li> <li>○ Retail pharmacy – brand name: \$45.00</li> <li>○ Mail service generic 90 day: \$10.00</li> <li>○ Mail service name brand 90 day: \$75.00</li> </ul> </li> </ul>																		
<b>Vision Insurance</b>	No deductible. Premiums paid by the District for employee and eligible dependants.																		
<b>Long-Term Disability</b>	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.																		
<b>Life Insurance</b>	Death benefit of \$70,000. Premiums paid by the District.																		
<b>Pension Plan</b>	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.																		
<b>Post-Retirement Health Insurance</b>	The District does <b>not</b> provide any post-retirement medical benefits to its retirees.																		
<b>Holidays, Vacation, and Sick Leave</b>	<p><b>Holidays:</b> January 1, Lincoln's Birthday, 3<sup>rd</sup>. 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 style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: left;">Vacation</th> <th style="text-align: left;">Years of Service</th> <th style="text-align: left;">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><b>Sick Leave:</b> 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"> <li>• Vacation: Up to a maximum of 50% of annual accrual</li> <li>• Sick: Any accrual in excess of 1040 hours</li> </ul>	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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