Yolo County - Benefits by Bargaining Unit (as of 1/15/13)

| Unit Designation | General G | Supervisory U | Management M | Attorney A | Corr Off. O | Dep Sher. S | Sher. Mgmt. P/P2 | Investigator | Probation PR | Conf-Clerical C1 | Conf-Prof C2 | Sup Deputy C3 | Dept Heads H | Asst DH's H2 | Elected E | Unrep-Clerical X | Unrep-Prof X2 | Unrep-Sup X3 |
|---------------------------------------|-------------------------|--|--------------------------|---------------|-------------------|-------------------------------|---|----------------|----------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------|--------------------------|--------------------------|--------------------------|
| Representation | Local 39 | Sup. Assn. | Mgmt. Assn. | Atty. Assn. | CO Assn. | DS Assn. | SM Assn. | Inv. Assn. | Prob. Assn. | none | none | none | none | none | none | none | none | none |
| Overtime/CT | yes | yes | no | no | yes | yes | Sgt. Only | yes | yes | yes | no | no | no | no | no | yes | no | yes |
| | | | | | | | | T | | | | | | | | | | |
| Benefit Pkg (mo) (6) | | * 1649.00 | * 1649.00 | * 1649.00 | | | 1649.00 | | | 1649.00 | 1649.00 | 1649.00 | 2065.66 | 1649.00 | 2065.66 | | 1649.00 | 1649.00 |
| Health - emp (6) | * 600.34 | | | | * 600.34 | * 600.34 | | * 600.34 | * 600.34 | | | | | | | * 600.34 | | |
| Health - emp & 1 (6) | * 1200.66 | | | | * 1200.66 | 1200.66 | | * 1200.66 | * 1200.66 | | | | | | | 1200.66 | | |
| Health - family (6) | * 1560.86 | | | | * 1560.86 | 1560.86 | | * 1560.86 | * 1560.86 | | | | | | | 1560.86 | | |
| In-lieu of health ins | 300.00 | | | | 300.00 | 300.00 | | 300.00 | 200.00 | | | | | | | 200.00 | | |
| Dental | 79.20 | inc. | inc. | inc. | 79.20 | 79.20 | inc. | 79.20 | 79.20 | inc. | inc. | inc. | inc. | inc. | inc. | 79.20 | inc. | inc. |
| Vision | 8.92 | inc. | inc. | inc. | 8.92 | 8.92 | inc. | 8.92 | 8.92 | inc. | inc. | inc. | inc. | inc. | inc. | 8.92 | inc. | inc. |
| Life Insurance | \$25,000 | \$25,000 | \$50,000 | \$25,000 | \$25,000 | \$25,000 | \$25,000 | | \$25,000 | \$25,000 | \$25,000 | \$25,000 | \$50,000 | \$50,000 | \$50,000 | \$25,000 | \$25,000 | \$25,000 |
| Auto Allowance | , , | • | | | , , | , | , , | | | • | | , , | \$570/mo | | none | · · · | • • | |
| | | | | | | | | | | | | | φσ. σ,σ | | | | | |
| CalPERS Formula | Miscella | neous - Classi | ic Members 2.5 | 5% @ 55; New | Members 2% | 6 @ 62 D | eputy Sherif | f Safety - Cla | ssic Members | 3% @ 50; N | lew Members : | 2.7% @ 57 | Other Safe | ty - Classic I | Members 3% | @ 55; New N | Members 2.7% | 6 @ 57 |
| Misc. Member Contribution | 1.0% | 8.0% | 8.0% | 1.0% | 8.0% | | 1.0% | | | 8.0% | 8.0% | 8.0% | 8.0% | 8.0% | 1.0% | 8.0% | 8.0% | 8.0% |
| Misc. EPMC | | | | | | | | | | | | | | | | | | |
| (6/20/10) Safety | 7.0% | 0.0% | 0.0% | 7.0% | 0.0% | | 7.0% | | | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 7.0% | 0.0% | 0.0% | 0.0% |
| Member Contribution Safety EPMC | 1.0% | 9.0% | 9.0% | | 9.0% | 9.0% | 0.0% | 9.0% | 9.0% | | | | 9.0% | 8.0% | 1.0% | | 9.0% | |
| (6/20/10) | 8.0% | 0.0% | 0.0% | | 0.0% | 0.0% | 9.0% | 0.0% | 0.0% | | | | 0.0% | 1.0% | 8.0% | | 0.0% | |
| EPMC as comp. (1) | yes-11/07 | yes - 1/04 | yes - 7/01 | yes - 5/1/05 | no | yes - 7/00 | yes | yes - 7/02 | yes-11/07 | yes - 7/01 | yes - 7/01 | yes-11/07 | yes - 7/01 | yes - 1/04 |
| Social Security (2) | yes | yes | yes | yes | yes | yes | yes | yes | yes | yes | yes | yes | yes | yes | yes* | yes | yes | yes |
| Def Comp Match (4) | no | yes (Sup) | yes (Mgmt) | no | yes (CO) | no | no | no | no | yes (Mgmt) | yes (Mgmt) | yes (Sup Dep) | \$500 | \$500 | \$500 | no | yes (Mgmt) | yes (Sup) |
| CDI/SDI (3) | SDI | SDI | CDI | CDI | SDI | none | CDI-Fin Dir | SDI | SDI | CDI | CDI | CDI | CDI-85% | CDI | none | SDI | CDI | SDI |
| Longevity Salary | hired before 7/13/80 | hired before 7/13/80 | | | | hired before 7/1/81 | | hired before | 20 | | | NI/A | | | NI/A | 1/00 | | |
| Steps | | 10 yrs-2.5% | no 10 yrs-2.5% | yes | no 10 yrs-2.5% | 10 yrs-2.5% | no 10 yrs-2.5% | 7/1/81 (5) | no | yes | yes | N/A | yes | yes | N/A | yes | yes | yes |
| Longevity Service Pay Differential | | (15 yrs-5% 1/1/2014) | 15 yrs-5% | | 15 yrs-5% | 15 yrs-5% 20 yrs-7.5% | 15 yrs-5% 20 yrs-7.5% | | | | | | | | | | | |
| COLA's/Pay | 11/8/09-4% | 1/27/13-1% | 7/1/12-1% | | 12/16/12-1% | 7/2/11-3.76% | 7/5/09-1.1% | 7/29/12-1.98% | 7/1/125% | 7/1/12-1% | 7/1/12-1% | 7/1/12-1% | 7/1/12-1% | 7/1/12-1% | | 7/1/12-1% | 7/1/12-1% | 7/1/12-1% |
| Adjustments | completed | 6/30/13-1% 6/29/14-2% 6/28/15-2% | 6/30/13-1% 6/29/14-2% | | 7/14/13-2% | 7/1/12-1.98% 7/1/13-survey | 7/4/10-3% 7/4/10-1.1% 7/2/11-3.76% completed | 2013-survey | 12/30/125% 6/30/13 - 2% | 6/30/13-1% 6/29/14-2% | 6/30/13-1% 6/29/14-2% | 6/30/13-1% 6/29/14-2% | 6/30/13-1% 6/29/14-2% | 6/30/13-1% 6/29/14-2% | | 6/30/13-1% 6/29/14-2% | 6/30/13-1% 6/29/14-2% | 6/30/13-1% 6/29/14-2% |
| Contract exp. | 10/31/12 | 06/30/16 | 06/30/15 | 06/30/13 | 10/31/14 | 6/30/14 | 6/30/12 | 6/30/14 | 6/30/14 | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| | | | | | | | | • | | | | | | | | | | |

CalPERS Agency Rate Effective 7/1/2012 - 17.851% (Misc.) and 25.374% (Safety)

- (1) Value of EPMC is reported to CalPERS as additional compensation
- (2) Board of Sups only Employee portion of Social Security is paid by the County up to \$60 per month
- (3) County Disability Insurance (CDI) or State Disability Insurance (SDI)

(4) Deferred Comp Match

Supervisor: 10+ yrs = \$150; 20+ yrs = \$250

Management: 1+ yrs = \$350; 10+ yrs = \$450

Correctional Officer: 5+ yrs = \$100; 10+ yrs = \$150 Supervisor's Deputy: 0 yrs = \$400 (see 12/5/06 Board letter) (5) See Inv. MOU 11.1.6 re: add'l steps at the discretion of the DA.

(6) * Contribution to health, dental and vision is pro-rated based on FTE

Yolo County - Benefits by Bargaining Unit (as of 1/15/13)

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|---------------------------------------|---------------|---------------|------------|-----------|-----------|--------------|---------------------------|--------------|---------------|---------------|----------------|------------|------------|------------|---------|---------------|----------------|-----------|
| | General | Supervisory | Management | Attorney | Corr Off. | Dep Sher. | Sher. Mgmt. | Investigator | Probation | Conf-Clerical | Conf-Prof | Sup Deputy | Dept Heads | Asst DH's | Elected | Unrep-Clerica | al Unrep-Prof | Unrep-Su |
| Unit Designation | G | U | M | Α | 0 | S | P/P2 | | PR | C1 | C2 | C3 | Н | H2 | E | X | X2 | Х3 |
| | | | | 1 | | 1 | | | | | | | | | | | | 1 |
| Vac Maximum Accrual | 320 hours | 320 hours | 320 hours | 320 hours | 320 hours | 280 hours | 360 hours | 380 hours | 280 hours | 320 hours | 320 hours (11) | 320 hours | 320 hours | 320 hours | N/A | 320 hours | 320 hours (11) | 320 hours |
| Temporary Vacation Maximum Accrual | | ended | ended | 420 hours | ended | ended | | | 320 (6/30/14) | ended | ended | ended | ended | ended | N/A | ended | ended | ended |
| Vac Buyback (FY) | 40 hours (7) | 40 hours (7) | 96 hours | 80 hours | | 40 hours (9) | 96 hours | no | 40 hours (7) | 96 hours | 96 hours | 96 hours | 96 hours | 96 hours | N/A | no | 96 hours | 40 hours |
| VBB Suspended During Furlough? | No | No | Yes | Yes | No | No | No | | No | Yes | Yes | Yes | Yes | Yes | | | Yes | Yes |
| Sick Leave Accrual | 96 hrs/yr | 96 hrs/yr | 96 hrs/yr | 96 hrs/yr | 96 hrs/yr | 96 hrs/yr | 96 hrs/yr | 96 hrs/yr | 96 hrs/yr | 96 hrs/yr | 96 hrs/yr | 96 hrs/yr | 96 hrs/yr | 96 hrs/yr | N/A | 96 hrs/yr | 96 hrs/yr | 96 hrs/yr |
| Floating Holidays | 32 hours | 32 hours | 32 hours | 32 hours | 32 hours | 40 hours | 40 hours | 32 hours | 32 hours | 32 hours | 32 hours | 32 hours | 32 hours | 32 hours | N/A | 32 hours | 32 hours | 32 hours |
| Administrative Leave (10) | n/a | no | 40 hours * | 80 hours | no | no | 40 hours (except Sgt.) | no | n/a | no | 40 hours * | 80 hours * | 80 hours * | 40 hours * | N/A | no | 40 hours * | no |
| Furlough (FY 12/13) | 80 hours (12) | 80 hours (12) | | 184 hours | | | 80 hours (12) | | | | | | | | N/A | | | |
| Paid Holidays | 10.5 | 10.5 | 10.5 | 10.5 | 10 | 9 | 9.5 | 10.5 | 10.5 | 10.5 | 10.5 | 10.5 | 10.5 | 10.5 | N/A | 10.5 | 10.5 | 10.5 |
| Comp Time maximum | 160 hours | 160 hours | N/A | N/A | 80 hours | 120 hours | 120 - Sgt. | 180 hours | 160 hours | 40 hours | N/A | N/A | N/A | N/A | N/A | 80 hours | N/A | 120 hours |

⁽⁷⁾ Vacation buy back for Supervisors, General and Probation Unit - employee must have a balance of at least 280 hours

Data current as of 1/15/2013 (12/13 CalPERS rates updated; 2013 health rates)

⁽⁸⁾ Vacation buy back for Correctional Officers Unit - employee must have a balance of at least 200 hours

⁽⁹⁾ Vacation buy back for Deputy Sheriff's - employee must have a balance within 40 hours of the maximum accrual limit (must have a balance of at least 240 hours)

^{(10) *} Employees may carry over up to 20 hours in July for 6 months; ** Unrepresented Attorneys receive 80 hours with no carryover; *** 80 hours applies to incumbent employees on 6/10/08.

⁽¹¹⁾ Unrepresented Attorneys in the C2 and X2 units may accrue up to 360 hours of vacation

^{(12) 80} hours of furlough was deducted in 14 payroll periods (7/1/12 - 1/12/13)