

## Yolo County - Benefits by Bargaining Unit (as of 10/20/13)

Unit Designation	General G	Supervisory U	Management M	Attorney A	Sup Atty A2	Corr Off. O	Dep Sher. S	Sher. Mgmt. P/P2	Investigator I	Probation PR	Conf-Clerical C1	Conf-Prof C2	Sup Deputy C3	Dept Heads H	Asst DH's H2	Elected E	Unrep-Prof X2	Unrep-Sup X3
Representation	Local 39	Sup. Assn.	Mgmt. Assn.	Atty. Assn.	Assn.	CO Assn.	DS Assn.	SM Assn.	Inv. Assn.	Prob. Assn.	none	none	none	none	none	none	none	none
Overtime/CT	yes	yes	no	no	no	yes	yes	Sgt. Only	yes	yes	yes	no	no	no	no	no	no	yes
Benefit Pkg (mo) (6)		* 1649.00	* 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								
Health - emp & 1 (6)	* 1200.66					* 1200.66	1200.66		* 1200.66	* 1200.66								
Health - family (6)	* 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								
Dental	79.20	inc.	inc.	inc.	inc.	79.20	79.20	inc.	79.20	79.20	inc.	inc.	inc.	inc.	inc.	inc.	inc.	inc.
Vision	8.92	inc.	inc.	inc.	inc.	8.92	8.92	inc.	8.92	8.92	inc.	inc.	inc.	inc.	inc.	inc.	inc.	inc.
Life Insurance	\$25,000	\$25,000	\$50,000	\$50,000	\$50,000	\$25,000	\$25,000	\$25,000		\$25,000	\$25,000	\$25,000	\$25,000	\$50,000	\$50,000	\$50,000	\$25,000	\$25,000
Auto Allowance														\$570/mo		none		
CalPERS Formula	<b>Miscellaneous</b> - Classic Members 2.5% @ 55; New Members 2% @ 62 <b>Deputy Sheriff Safety</b> - Classic Members 3% @ 50; New Members 2.7% @ 57 <b>Other Safety</b> - Classic Members 3% @ 55; New Members 2.7% @ 57																	
Misc. Member Contribution	8.0%	8.0%	8.0%	8.0%	8.0%	8.0%	---	8.0%	---	---	8.0%	8.0%	8.0%	8.0%	8.0%	1.0%	8.0%	8.0%
Misc. EPMC (6/20/10)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	---	0.0%	---	---	0.0%	0.0%	0.0%	0.0%	0.0%	7.0%	0.0%	0.0%
Safety Member Contribution	---	9.0%	9.0%	---	---	9.0%	9.0%	9.0%	9.0%	9.0%	---	---	---	9.0%	9.0%	1.0%	9.0%	---
Safety EPMC (6/20/10)	---	0.0%	0.0%	---	---	0.0%	0.0%	0.0%	0.0%	0.0%	---	---	---	0.0%	0.0%	8.0%	0.0%	---
EPMC as comp. (1)	yes-11/07	yes - 1/04	yes - 7/01	yes - 5/1/05	no	no	yes - 7/00	yes	yes - 7/02	yes-11/07	yes - 7/01	yes - 7/01	yes - 7/01	yes - 7/01	yes - 7/01	yes - 7/01	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)	Yes (Gen)	yes (Sup)	yes (Mgmt)	no	yes (Mgmt)	yes (CO)	no	no	no	no	yes (Mgmt)	yes (Mgmt)	yes (Sup Dep)	\$500	\$500	\$500	yes (Mgmt)	yes (Sup)
CDI/SDI (3)	SDI	SDI	CDI	CDI	CDI	SDI	none	CDI-Fin Dir	SDI	SDI	CDI	CDI	CDI	CDI-85%	CDI	none	CDI	SDI
Longevity Salary Steps	hired before 7/13/80	hired before 7/13/80	no	yes	yes	no	hired before 7/1/81	no	hired before 7/1/81 (5)	no	yes	yes	N/A	yes	yes	N/A	yes	yes
Longevity Service Pay Differential	10 yrs-2.5% (11/17/2013)	10 yrs-2.5% (15 yrs-5% 1/1/2014)	10 yrs-2.5% 15 yrs-5%	---	---	10 yrs-2.5% 15 yrs-5%	10 yrs-2.5% 15 yrs-5%	10 yrs-2.5% 15 yrs-5%	---	---	---	---	---	---	---	---	---	---
COLA's/Pay Adjustments	6/30/13-2% 6/29/14-2% 6/28/15-2%	1/27/13-1% 6/30/13-1% 6/29/14-2% 6/28/15-2%	7/1/12-1% 6/30/13-1% 6/29/14-2%	7/14/13-2% 7/14/13-1% 7/13/14-2% 7/12/15-2%	7/14/13-2% 7/13/14-2% 7/12/15-2%	12/16/12-1% 7/14/13-2%	7/2/11-3.76% 7/1/12-1.98% 7/1/13-survey	10/20/13-2% 7/13/14-2%	7/29/12-1.98% 2013-survey	7/1/12 - .5% 12/30/12 - .5% 6/30/13 - 2%	7/1/12-1% 6/30/13-1% 6/29/14-2%	7/1/12-1% 6/30/13-1% 6/29/14-2%	7/1/12-1% 6/30/13-1% 6/29/14-2%	7/1/12-1% 6/30/13-1% 6/29/14-2%	7/1/12-1% 6/30/13-1% 6/29/14-2%	7/1/12-1% 6/30/13-1% 6/29/14-2%	7/1/12-1% 6/30/13-1% 6/29/14-2%	7/1/12-1% 6/30/13-1% 6/29/14-2%
Contract exp.	06/30/16	06/30/16	06/30/15	06/30/16	6/30/16	10/31/14	6/30/14	6/30/15	6/30/14	6/30/14	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

CalPERS Agency Rate Effective 7/1/2013 - 19.063% (Misc.) and 26.475% (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

(4) General: 1+ yrs = \$100, 10+ yrs = \$150

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Vac Maximum Accrual	320 hours	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 (11)	320 hours
Temporary Vacation Maximum Accrual	---	ended	ended	380 (6/30/14)	380 (6/30/14)	ended	ended	---	---	320 (6/30/14)	ended	ended	ended	ended	ended	N/A	ended	ended
Vac Buyback (FY)	40 hours (7)	40 hours (7)	96 hours	80 hours	80 hours	40 hours (8)	40 hours (9)	96 hours	no	40 hours (7)	96 hours	96 hours	96 hours	96 hours	96 hours	N/A	96 hours	40 hours
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	96 hrs/yr	N/A	96 hrs/yr	96 hrs/yr
Floating Holidays	32 hours	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
Administrative Leave (10)	n/a	no	40 hours *	80 hours	80 hours	no	no	40 hours (except Sgt.)	no	n/a	no	40 hours *	80 hours *	80 hours *	40 hours *	N/A	40 hours *	no
Paid Holidays	10.5	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
Comp Time maximum	160 hours	160 hours	N/A	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	N/A	120 hours

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

(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

**Data current as of 10/20/2013** (13/14 CalPERS rates updated; 2013 health rates)