



## Yolo County Benefits Supervisory Unit Employees January 2016

<b>CalPERS Retirement</b> <i>Classic Members</i> <b>2.5% @ 55 (Misc.)</b> <b>3% @ 55 (Safety)</b>	Employees in the miscellaneous category pay approximately 8% of salary toward retirement. Employees in the safety category pay approximately 9% of salary toward retirement.
<b>CalPERS Retirement</b> <i>New Members</i> <b>2% @ 62 (Misc.)</b> <b>2.7% @ 57 (Safety)</b>	Employees in the miscellaneous category pay approximately 6.25% of salary toward retirement. Employees in the safety category pay approximately 10.5% of salary toward retirement.
<b>Social Security &amp; Medicare</b>	All Yolo County employees participate in Social Security and Medicare.
<b>Health Insurance</b>	Yolo County offers 10 health plans (6 HMO's and 3 PPO's). Each employee receives a benefit package of \$20,454 annually to purchase health, dental and vision insurance. Any remaining balance of the benefit package will be paid to the employee as taxable earnings. This amount is pro-rated for part-time employees.
<b>Dental Insurance</b>	All employees are required to enroll in our Delta Dental Plan. The current monthly premium is \$88.00 and is deducted from the benefit package. Family members may be added at no additional cost. A Buy Up plan with enhanced coverage is also available.
<b>Vision Insurance</b>	All employees are required to enroll in our plan with Medical Eye Services of California. The current monthly premium is \$9.92 and is deducted from the benefit package. Family members may be added at no additional cost. A Buy Up plan with enhanced coverage is also available.
<b>Deferred Compensation</b>	Employees receive a limited annual match based on years of service: 10 years = \$150; 20 years = \$250
<b>Sick Leave</b>	Employees earn 8 hours of sick leave per month.
<b>Vacation</b>	New employees earn the equivalent of 80 hours of vacation time off per year and are eligible to use vacation after 13 pay periods of employment. The accrual rate increases to 104 hours after 5 years of employment.
<b>Vacation Buyback</b>	Employees with a balance over 280 hours may request to purchase up to 40 hours each fiscal year.
<b>Floating Holidays</b>	Employees earn 32 hours each fiscal year.
<b>Holidays</b>	Yolo County has 10.5 paid holidays each year.
<b>Disability (State Disability Insurance)</b>	Employees participate in the State of California disability program. SDI benefits may be supplemented with accrued leave balances.
<b>Employee Assistance Program</b>	Employees have a confidential counseling program available for up to 6 visits per incident each fiscal year.