



Yolo County Benefits General Unit Employees January 2016

CalPERS Retirement Classic Members 2.5% @ 55 (Misc.)	Employees in the miscellaneous category pay approximately 8% of salary toward retirement.
CalPERS Retirement New Members 2% @ 62 (Misc.)	Employees pay approximately 6.25% of salary toward retirement.
Social Security & Medicare	All Yolo County employees participate in Social Security and Medicare.
Health Insurance	Yolo County offers 9 health plans (6 HMO's and 3 PPO's). Yolo County pays the following monthly portion of the premium: Employee Only 621.70 Employee and 1 1,243.38 Employee and 2 or more 1,616.40 The County contribution is pro-rated for part-time employees.
In-Lieu of Health Insurance Program	General Unit employees who do not enroll in health insurance are eligible to receive \$300 monthly (less applicable payroll taxes) upon proof of adequate health insurance coverage.
Dental Insurance	All employees are required to enroll in our Delta Dental Plan. The current monthly premium is \$88.00 with the County paying 90%. Family members may be added at no additional cost. A Buy Up plan with enhanced coverage is also available.
Vision Insurance	All employees are required to enroll in our plan with Medical Eye Services of California. The current monthly premium is \$9.92 with the County paying 90%. Family members may be added at no additional cost. A Buy Up plan with enhanced coverage is also available.
Deferred Compensation	Employees receive a limited annual match based on years of service: 1 year = \$100; 10 years = \$150
Life Insurance	The County provides a \$25,000 life insurance policy.
Sick Leave	Employees earn 8 hours of sick leave per month.
Vacation	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.
Vacation Buyback	Employees with a balance over 280 hours may request to purchase up to 40 hours each fiscal year.
Floating Holidays	Employees earn 32 hours each fiscal year.
Holidays	Yolo County has 10.5 paid holidays each year.
Disability (State Disability Insurance)	Employees participate in the State of California disability program. SDI benefits may be supplemented with accrued leave balances.
Employee Assistance Program	Employees have a confidential counseling program available for up to 6 visits per incident each fiscal year.

General (G) Unit - Contract expires 6/30/16