



CITY OF YUBA CITY BENEFITS SUMMARY

Public Employees Union, Local #1
MOU: July 1, 2020 to June 30, 2023

TYPE OF BENEFIT	DESCRIPTION OF BENEFIT															
Bilingual Pay	The City will pay \$100 per month bilingual pay incentive for employees who demonstrate proficiency in a foreign language, based on the City's needs.															
Call Back	2 hour minimum paid at an overtime rate of one and one half (1 1/2) normal hourly rate.															
Cash-in-Lieu (Reduce)	<p>Employees who reduce the level of health care coverage to which they are entitled: i.e. from full family coverage to employee plus one, or employee only coverage, or from employee plus one to employee only coverage. The Cash-in-lieu benefit is based upon the lowest cost health plan available to the majority of City employees.</p> <table border="1" style="width: 100%;"> <thead> <tr> <th>Plan Type:</th> <th>Bonus</th> </tr> </thead> <tbody> <tr> <td>EE +1 to EE</td> <td>\$136.25/month</td> </tr> <tr> <td>Family(EE+2) to EE+1</td> <td>\$185.20/month</td> </tr> <tr> <td>Family (EE+2) to EE</td> <td>\$321.45/month</td> </tr> </tbody> </table>	Plan Type:	Bonus	EE +1 to EE	\$136.25/month	Family(EE+2) to EE+1	\$185.20/month	Family (EE+2) to EE	\$321.45/month							
Plan Type:	Bonus															
EE +1 to EE	\$136.25/month															
Family(EE+2) to EE+1	\$185.20/month															
Family (EE+2) to EE	\$321.45/month															
Cash-in-Lieu (Forego)	<p>The Cash-in-Lieu of medical insurance bonus for employees electing to forego health insurance coverage will be based on the below percentage of the current lowest cost health plan available to the majority of the employees.</p> <table border="1" style="width: 100%;"> <thead> <tr> <th>Plan Type:</th> <th>Bonus Percentage</th> <th>Bonus</th> </tr> </thead> <tbody> <tr> <td>Employee</td> <td>25%</td> <td>\$123.75/month</td> </tr> <tr> <td>Employee +1</td> <td>25%</td> <td>\$260.00/month</td> </tr> <tr> <td>Employee +2/Family</td> <td>30%</td> <td>\$445.20/month</td> </tr> </tbody> </table>	Plan Type:	Bonus Percentage	Bonus	Employee	25%	\$123.75/month	Employee +1	25%	\$260.00/month	Employee +2/Family	30%	\$445.20/month			
Plan Type:	Bonus Percentage	Bonus														
Employee	25%	\$123.75/month														
Employee +1	25%	\$260.00/month														
Employee +2/Family	30%	\$445.20/month														
Compensatory Time	80 hour maximum accumulation.															
Employee Assistance Program	The EAP is a benefit that assists employees with personal problems and/or work-related problems that may impact their job performance, health, mental and emotional well being. The City offers free and confidential assessments, short-term counseling, referrals, and follow-up services for employees and their household members.															
Wellness Program	Employee and family members - each eligible person receives access to the MHN Wellness Program through Managed Health Network (MHN).															
Health, Dental, Vision Insurance	<p>Medical, Dental, and Vision premiums are paid both by the City and the employee monthly. The following chart details City and employee per pay period contributions for the P5 plan:</p> <table border="1" style="width: 100%;"> <thead> <tr> <th>Plan Type:</th> <th>City Contribution:</th> <th>Employee Contribution:</th> </tr> </thead> <tbody> <tr> <td>Employee</td> <td>\$182.77</td> <td>\$45.69</td> </tr> <tr> <td>Employee +1</td> <td>\$384.00</td> <td>\$96.00</td> </tr> <tr> <td>Employee +2/Family</td> <td>\$547.94</td> <td>\$136.98</td> </tr> <tr> <td>Dental/Vision</td> <td>\$54.97</td> <td>\$6.11</td> </tr> </tbody> </table>	Plan Type:	City Contribution:	Employee Contribution:	Employee	\$182.77	\$45.69	Employee +1	\$384.00	\$96.00	Employee +2/Family	\$547.94	\$136.98	Dental/Vision	\$54.97	\$6.11
Plan Type:	City Contribution:	Employee Contribution:														
Employee	\$182.77	\$45.69														
Employee +1	\$384.00	\$96.00														
Employee +2/Family	\$547.94	\$136.98														
Dental/Vision	\$54.97	\$6.11														
Holidays	11 paid holidays per year + 2 floating holidays.															
Life Insurance	Benefit is \$20,000 for employee & \$2,000 for dependents paid by the City. Employee can elect dependent coverage at employee's cost.															
PERS Employee Contribution Rate	Tier 1 (Hired through Jun. 30, 2012): 8% Tier 2 (Effective Jul. 1 2012): 7% Tier 3/New Members (Effective Jan. 1, 2013): 7%															
PERS Employer Contribution Rate (2021/2022)	Miscellaneous - Tier 1 & 2: 11.42% Miscellaneous - Tier 3: 11.42%															
PERS Plan	Tier 1: 2.7% @ 55 Tier 2: 2% @55 Tier 3/New Members: 2% @ 62															

Professional Development Funds	City reimburses \$5,000 towards parking fees, class presentation preparation materials, and other educationally related materials, fees or supplies. Non-job related courses are paid at 50% (Subject to approval).		
Required Certifications	All costs associated with obtaining and maintaining certifications required by the State of California, The City of Yuba City or any governmental agencies will be paid by the City. Some certification are not required, but do result in eligibility for certificate pay of \$50 per month, including: 1) Pesticide Application and 2) Pool Operations.		
Shift Differential	5% of base pay for operators who work from 7:00 pm to 7:00 am.		
Short Term Disability	Cost - .84% of earnings. Benefit - 60% of earnings.		
Sick Leave	3.7 hours per pay period - unlimited accrual.		
Standby Pay	\$2.45 per hour.		
Uniform Allowance	None - Uniforms are provided.		
Vacation Accrual Rate	All 40 hour employees:	Rate	Maximum Accrual
	0 - Completion of 4 years:	4.0 hours	264 hours
	5 - Completion of 10 years:	5.5 hours	327 hours
	11 - Completion of 15 years:	6.5 hours	377 hours
	16 or more years:	7.1 hours	425 hours
Water Distribution, Maintenance Workers	\$50 per month (D-1) 2.5% of salary per month (D-2) 2.5% of salary per month (cumulative = 5%) (D-3) 2.5% of salary per month (cumulative = 7.5%) (D-4)		
Non-Water (i.e. Streets, Wastewater, Plant Maintenance Mechanics): if multiple certification, only receive \$50 per month (cap).	\$50 per month (D-1) \$50 per month (non-cumulative) (D-2) \$50 per month (non-cumulative) (D-3) N/A		
Water Treatment Plant Operators: Water Operators receive certificate pay for T-1 through T-4 or D-1 through D-4, whichever is higher.	Included in hourly base rate		