



CITY OF YUBA CITY  
BENEFITS SUMMARY

**FIRE MANAGEMENT ASSOCIATION**  
MOU: July 3, 2021 to June 30, 2024

TYPE OF BENEFIT	DESCRIPTION OF BENEFIT															
Administrative Leave	Fire Marshal: 80 hours; cash out maximum is 40 hours.															
Call-Back	Minimum of 2 hours at one and one-half (1 1/2) regular 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"> <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							
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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"> <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			
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Employee	25%	\$123.75/month														
Employee +1	25%	\$260.00/month														
Employee +2/Family	30%	\$445.20/month														
Deferred Comp	\$50 per month.															
Employee Assistance Program	Employee and family members - each eligible person receives a total of 6 sessions per year. This includes legal services unrelated to City employment issues through Managed Health Network (MHN).															
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"> <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
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Employee	\$182.77	\$45.69														
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Employee +2/Family	\$547.94	\$136.98														
Dental/Vision	\$54.97	\$6.11														
Holidays	2 floating holidays per year. Employees for receive in lieu of holiday pay will see an 18.18% increase in their in lieu of holiday pay.															
Life Insurance	Benefit is \$50,000 for employee & \$2,000 for dependents paid by the City. Employee can elect dependent coverage at employee's cost.															

<b>On call/Standby pay</b>	When assigned to on-call status: Battalion Chief(s)-\$1.50 per hour.				
<b>PERS Contribution</b>	<b>Miscellaneous</b> Tier 1 (Hired through Jun. 30, 2012): 8% (paid by the City) Tier 2 (Effective Jul. 1, 2012): 7% (paid by the City) Tier 3/New Members (Effective Jan. 1, 2013): 7% <b>Safety</b> Tier 1 & 2 (Hired through Jun. 30, 2012): 9% (paid by the City) Tier 3 (Effective Jul. 1, 2012): 9% (paid by the City) Tier 4 (Effective Jan. 1, 2013): 14.5%				
<b>PERS Employer Contribution Rate (2021/2022)</b>	<b>Miscellaneous</b> Tier 1 & 2: 11.42% Tier 3: 11.42% <b>Safety</b> Tier 1: 27.31% Tier 2: 26.08% Tier 3: 24.06% Tier 4: 14.6%				
<b>PERS Plan</b>	<b>Miscellaneous</b> Tier 1: 2.7% @ 55 Tier 2: 2% @ 55 Tier 3: 2% @ 62 <b>Safety</b> Tier 1 & 2: 3% @ 50 Tier 3: 3% @ 55 Tier 4: 2.7% @ 57				
<b>PERS EPMC (Employer Paid Member Contribution)</b>	<b>Classic PERS Members:</b> The City reports 100% of the employer payment of member contributions (EPMC) to PERS as additional compensation for retirement purposes. <b>New PERS Members (Eff. Jan. 1, 2013):</b> No EPMC benefits per pension reform.				
<b>PERS Cost Sharing</b>	<b>Effective July 25, 2015:</b> Classic PERS Miscellaneous members will cost share 8% (Tier 1)/7% (Tier 2) and Safety members will cost share 9% of the employer contribution rate.				
<b>Retirement Health Savings Plan</b>	2% of earnings will be contributed for the plan year.				
<b>Required Certifications</b>	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.				
<b>Professional Development Funds</b>	City pays \$1,000 towards tuition and \$150 towards books annually for job related courses. Non-job related courses are paid at 50%. (Subject to approval.)				
<b>Sick Leave</b>	3.7 hours per pay period - unlimited accrual. 5.6 hours per period for 56 hour employees.				
<b>Uniform Allowance</b>	None - Uniforms are provided.				
<b>Vacation Accrual Rate</b>	<b>Tiers:</b>	<b>40 hour workweek:</b>	<b>Max Accrual</b>	<b>56 hour workweek:</b>	<b>Max Accrual</b>
	0 to 5 years:	4.6 hours	264 hours	6.5 hours	370 hours
	5+ to 10 years:	6.1 hours	327 hours	8.6 hours	458 hours
	10+ to 15 years:	7.3 hours	377 hours	10.2 hours	528 hours
	15 or more years:	7.9 hours	425 hours	11.1 hours	596 hours