CITY OF YUBA CITY
BENEFITS SUMMARY

CONFIDENTIAL
MOU: July 1, 2020 to June 30, 2022

Aligned with Mid-Managers effective May 3, 2014
(Resolution No. 14-029)

TYPE OF BENEFIT	DESCRIPTION OF BENEFIT
Administrative Leave	80 hours; payoff maximum is 40 hours. An additional 40 hours may be granted upon the approval of the City Manager. 40 hours can be carried over each year, not to exceed a maximum carryover balance of 160 hours.
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.
Cash-in-Lieu (Reduce)	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.

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

TYPE OF BENEFIT	DESCRIPTION OF BENEFIT
Cash-in-Lieu (Forego)	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.

Plan Type:	Bonus Percentage	Bonus
Employee	25%	$123.75/month
Employee +1	25%	$260.00/month
Employee +2/Family	30%	$445.20/month

TYPE OF BENEFIT	DESCRIPTION OF BENEFIT
Deferred Comp	$100 per month.
Employee Assistance Program	Employee and family members are eligible for free and confidential assessments, short term counseling, referrals, and follow-upservices. 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	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:

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

TYPE OF BENEFIT	DESCRIPTION OF BENEFIT
Holidays	11 paid holidays per year + 2 floating holidays.
Life Insurance	Benefit is $100,000 for employee & $2,000 for dependents paid by the City. Employee can elect dependent coverage at employee's cost.

PERS Contribution	**Miscellaneous**
	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%

PERS Employer Contribution Rate (2021/2022)	**Miscellaneous**
	Tier 1 & 2: 11.42%
	Tier 3: 11.42%

PERS Plan	**Miscellaneous**
	Tier 1: 2.7% @ 55
	Tier 2: 2% @ 55
	Tier 3: 2% @ 62
	Safety
	Tier 1 & 2: 3% @ 50
	Tier 3: 3% @ 55
	Tier 4: 2.7% @ 57

PERS EPMC (Employer Paid Member Contribution)	**Classic PERS Members**: The City reports 100% of the employer payment of member contributions (EPMC) to PERS as additional compensation for retirement purposes.
	New PERS Members (Eff. Jan. 1, 2013): No EPMC benefits per pension reform.

PERS Cost Sharing	**Effective July 25, 2015:** Classic PERS members will cost share 8% (Tier 1)/7% (Tier 2) of the employer contribution rate.

Professional Development Funds	City pays $5,000 towards tuition and $150 towards books annually for job related courses. Non-job related courses are paid at 50%. (Subject to approval.)

Short Term Disability	Cost - .42% of earnings. Benefit - 60% of earnings.

Sick Leave	3.7 hours per pay period - unlimited accrual.

Vacation Accrual Rate	**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