



CITY OF YUBA CITY
BENEFITS SUMMARY

EXECUTIVE SERVICE
2023

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 160-hours total.												
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	None												
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>\$149/month</td> </tr> <tr> <td>Family(EE+2) to EE+1</td> <td>\$202.35/month</td> </tr> <tr> <td>Family (EE+2) to EE</td> <td>\$351.35/month</td> </tr> </tbody> </table>	Plan Type:	Bonus	EE +1 to EE	\$149/month	Family(EE+2) to EE+1	\$202.35/month	Family (EE+2) to EE	\$351.35/month				
Plan Type:	Bonus												
EE +1 to EE	\$149/month												
Family(EE+2) to EE+1	\$202.35/month												
Family (EE+2) to EE	\$351.35/month												
Cash -in-Lieu (Reduce) - Police Chief	<p>The Cash-in-lieu benefit is based upon the lowest cost health plan available to the majority of employees enrolled in CalPERS Health.</p> <table border="1"> <thead> <tr> <th>Plan Type:</th> <th>Bonus</th> </tr> </thead> <tbody> <tr> <td>EE +1 to EE</td> <td>\$262.50/month</td> </tr> <tr> <td>Family(EE+2) to EE+1</td> <td>\$221.25/month</td> </tr> <tr> <td>Family (EE+2) to EE</td> <td>\$483.75/month</td> </tr> </tbody> </table>	Plan Type:	Bonus	EE +1 to EE	\$262.50/month	Family(EE+2) to EE+1	\$221.25/month	Family (EE+2) to EE	\$483.75/month				
Plan Type:	Bonus												
EE +1 to EE	\$262.50/month												
Family(EE+2) to EE+1	\$221.25/month												
Family (EE+2) to EE	\$483.75/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"> <thead> <tr> <th>Plan Type:</th> <th>Bonus Percentage</th> <th>Bonus</th> </tr> </thead> <tbody> <tr> <td>Employee</td> <td>25%</td> <td>\$135.25/month</td> </tr> <tr> <td>Employee +1</td> <td>25%</td> <td>\$284.25/month</td> </tr> <tr> <td>Employee +2/Family</td> <td>30%</td> <td>\$486.60/month</td> </tr> </tbody> </table>	Plan Type:	Bonus Percentage	Bonus	Employee	25%	\$135.25/month	Employee +1	25%	\$284.25/month	Employee +2/Family	30%	\$486.60/month
Plan Type:	Bonus Percentage	Bonus											
Employee	25%	\$135.25/month											
Employee +1	25%	\$284.25/month											
Employee +2/Family	30%	\$486.60/month											
Cash -in-Lieu (Forego) - Police Chief	<p>The Cash-in-lieu benefit is based upon the lowest cost health plan available to the majority of employees enrolled in CalPERS Health.</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>\$206.25/month</td> </tr> <tr> <td>Employee +1</td> <td>25%</td> <td>\$468.75/month</td> </tr> <tr> <td>Employee +2/Family</td> <td>30%</td> <td>\$690/month</td> </tr> </tbody> </table>	Plan Type:	Bonus Percentage	Bonus	Employee	25%	\$206.25/month	Employee +1	25%	\$468.75/month	Employee +2/Family	30%	\$690/month
Plan Type:	Bonus Percentage	Bonus											
Employee	25%	\$206.25/month											
Employee +1	25%	\$468.75/month											
Employee +2/Family	30%	\$690/month											
Deferred Comp	\$200 per month												
DMV Physical	Amount of same physical with the City's contracted medical provider.												
Employee Assistance Program	Employee and family members are eligible for free and confidential assessments, short term counseling, referrals, and follow-up services. 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 Base Plan:</p> <table border="1" data-bbox="597 237 1520 415"> <thead> <tr> <th>Plan Type:</th> <th>City Contribution:</th> <th>Employee Contribution:</th> </tr> </thead> <tbody> <tr> <td>Employee</td> <td>\$199.75</td> <td>\$49.94</td> </tr> <tr> <td>Employee +1</td> <td>\$419.82</td> <td>\$104.95</td> </tr> <tr> <td>Employee +2/Family</td> <td>\$598.89</td> <td>\$149.72</td> </tr> <tr> <td>Dental/Vision</td> <td>\$53.70</td> <td>\$5.97</td> </tr> </tbody> </table>	Plan Type:	City Contribution:	Employee Contribution:	Employee	\$199.75	\$49.94	Employee +1	\$419.82	\$104.95	Employee +2/Family	\$598.89	\$149.72	Dental/Vision	\$53.70	\$5.97
Plan Type:	City Contribution:	Employee Contribution:														
Employee	\$199.75	\$49.94														
Employee +1	\$419.82	\$104.95														
Employee +2/Family	\$598.89	\$149.72														
Dental/Vision	\$53.70	\$5.97														
Health, Dental, Vision Insurance - Police Chief	<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 PORAC.</p> <table border="1" data-bbox="597 520 1520 716"> <thead> <tr> <th>Plan Type:</th> <th>City Contribution:</th> <th>Employee Contribution:</th> </tr> </thead> <tbody> <tr> <td>Employee</td> <td>\$304.62</td> <td>\$76.15</td> </tr> <tr> <td>Employee +1</td> <td>\$692.31</td> <td>\$173.08</td> </tr> <tr> <td>Employee +2/Family</td> <td>\$849.23</td> <td>\$212.31</td> </tr> <tr> <td>Dental/Vision</td> <td>\$53.70</td> <td>\$5.97</td> </tr> </tbody> </table>	Plan Type:	City Contribution:	Employee Contribution:	Employee	\$304.62	\$76.15	Employee +1	\$692.31	\$173.08	Employee +2/Family	\$849.23	\$212.31	Dental/Vision	\$53.70	\$5.97
Plan Type:	City Contribution:	Employee Contribution:														
Employee	\$304.62	\$76.15														
Employee +1	\$692.31	\$173.08														
Employee +2/Family	\$849.23	\$212.31														
Dental/Vision	\$53.70	\$5.97														
Holidays	11 paid holidays per year + 2 floating holidays.															
Life Insurance	Benefit is \$150,000 employee & \$2,000 dependents paid by the City. Employee can elect dependent coverage at employee's cost.															
Long Term Disability	City pay 100% of premium. Monthly maximum benefit is \$10,000.															
PERS Contribution	<p>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%</p> <p>Safety 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%</p>															
PERS Employer Contribution Rate (2023/2024)	<p>Miscellaneous Tier 1 & 2: 11.60% Tier 3: 11.60%</p> <p>Safety Tier 1: 30.28% Fire / 30.28% Police Tier 2: 28.82% Fire / 28.82% Police Tier 3: 25.85% Fire / 25.85% Police Tier 4: 15.44% Fire and Police</p>															
PERS Plan	<p>Miscellaneous Tier 1: 2.7% @ 55 Tier 2: 2% @ 55 Tier 3: 2% @ 62</p> <p>Safety Tier 1 & 2: 3% @ 50 Tier 3: 3% @ 55 Tier 4: 2.7% @ 57</p>															
PERS EPMC (Employer Paid Member Contribution)	<p>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.</p>															
PERS Cost Sharing	Effective July 25, 2015: Classic PERS members will cost share 9% (Safety)/8% (Misc. Tier 1)/7% (Misc. 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.)															

Retiree Health Plan Benefit	<i>Required: 5 yrs of City service and are of full retirement age.</i> The contribution amount paid by the City will be determined each year by what the City's maximum health insurance contribution is for "Employee Only" for non-retired Executive Management employees. The retiree will be responsible for the difference based on the City's contribution.		
Short Term Disability	Cost - .42% of earnings. Benefit - 60% of earnings.		
Sick Leave	3.7 hours per pay period - unlimited accrual.		
Uniform Allowance	Fire Chief - Uniforms are provided. Chief of Police - \$900 per year.		
Vacation	Vacation is earned beginning with the first pay period as outlined below:		
	Years of Service	Bi-Weekly Rate	Max Accrual
	0-4 years	4.0 hours	264 hours
	5-10 years	5.5 hours	327 hours
	11-15 years	6.5 hours	377 hours
	16 + years	7.1 hours	425 hours
* Directors have individual employment agreements with the city. For further detailed benefit information contact Human Resources.			