



**YOLO-SOLANO AIR QUALITY MANAGEMENT
DISTRICT BENEFIT CHART
EFFECTIVE JANUARY 1, 2024**

Retirement/Pension Plan

CalPERS Retirement – Classic Member 2% @ 55	<u>District Contribution</u>	<u>Employee Contribution</u>
• Employer Paid Contribution	12.47%	0.00%
• Employee Member Contribution	<u>0.00%</u>	<u>7.00%</u>
Total contribution based on regular earnings	18.76%	
CalPERS Retirement – *PEPRA Member 2% @ 62		
• Employer Paid Contribution	7.68%	0.00%
• Employee Member Contribution	<u>0.00%</u>	<u>7.75%</u>
Total contribution based on regular earnings	15.43%	

***New CalPERS members employed on or after 1/1/13.**

*The retirement benefit is based on service credit, final compensation (**Classic** – highest average pay rate over a 1-year period / **PEPRA** – highest average pay rate over a 3-year period), and benefit factor (percentage of final compensation based on age and benefits formula).*

Post-Retirement Health Benefits

The District's amount towards post-retirement health benefits is governed by CalPERS resolution and/or state law. Cafeteria dollars do not apply to retiree health. Dental and vision are not covered by retirement benefits.

Medical (Pre-Tax)

	<u>Single</u>	<u>2-Party</u>	<u>Family</u>
Monthly Employer Paid Benefit Contribution for Active Employees	\$550	\$1100	\$1430

See the premium chart for comparison. You may also visit www.mycalpers.ca.gov for plan coverage options.

Dental & Vision (Pre-Tax)

		<u>Monthly District Contribution</u>	<u>Monthly Employee Contribution</u>
The District provides mandatory basic dental and vision coverage at no cost to employees and eligible dependents who qualify for the District's benefit plans. Buy-up plans are available with minimal costs to the employee.	Basic Dental	\$88.00	\$ 0.00
	Basic Vision	\$ 9.92	\$ 0.00
	Buy-Up Dental	\$88.00	\$24.00
	Buy-Up Vision	\$ 9.92	\$ 9.28

Cafeteria Dollars/Benefit Credit (Taxable)

Employer-paid taxable benefit credit provided to employees working a minimum of 20 hours per week, who have not opted out of the District's health insurance program.	<u>Coverage Level</u>	<u>*Benefit Credit</u>
	Single	\$133.56
	2-Party	\$267.13
	Family	\$347.27

***Paid out per pay period (24 pay periods)**

Opt-Out Benefit-Health (Taxable)

Employees may opt out of the District's health insurance program upon providing to the District with equivalent health insurance coverage verification. Employees must provide proof of other coverage by the second to the last day of the open enrollment period; otherwise, the employee will be enrolled as SINGLE in the least expensive HMO plan offered through the District's health insurance coverage plan. If the employee opts out of the District's health insurance program, the employee will receive \$400 per month in taxable earnings. If other health insurance coverage is lost, the employee can enroll as a qualifying event under the District's plan.

State Disability (SDI) and Paid Family Leave (PFL)

Employers withhold the percentage on the first \$118,371 in wages paid to the employee	<u>District Contribution</u>	<u>Employee Contribution</u>
	1%	0%

Medicare Tax (No Minimum Wage Limit)

Percent of regular and overtime income	<u>District Contribution</u>	<u>Employee Contribution</u>
	1.45%	1.45%

Unemployment Insurance Tax

Percent of regular and overtime income taxed at a maximum annual salary of \$7000

District Contribution	Employee Contribution
3.80%	0%

Workers Compensation Insurance

District Contribution	Employee Contribution
\$44,998	\$0.00

Family Medical Leave (FMLA) and Pregnancy Disability Leave (PDL)

Per current Federal and State Law

District Contribution	Employee Contribution
N/A	N/A

Life Insurance (Standard Life)

\$50,000 policy until age 65, then \$15,000

District Contribution	Employee Contribution
\$8.75	\$0.00

Accidental Death and Dismemberment (Standard Life)

\$50,000 Maximum - Monthly Contribution

District Contribution	Employee Contribution
\$1.25	\$0.00

Long-Term Disability (Standard Life)

Capped up to \$8,333 of monthly earnings
Members Insured pre-disability earnings

District Contribution	Employee Contribution
0.48%	0%

Deferred Compensation – 457b (Pre-Tax)

Per 24 pay periods

District Contribution	Employee Contribution
Up to \$200/mo.	*Minimum \$10/mo.

**Employee must contribute a minimum of \$10/mo. to participate. District matches dollar for dollar with a maximum match of \$200/mo.*

Flexible Spending Accounts (Pre-Tax)

Pursuant to Internal Revenue Code Section 125, which allows employees to set aside pre-tax dollars to pay for qualifying medical and dependent care expenses, the District agrees to provide flexible medical and dependent care spending accounts to regular employees.

Tuition Reimbursement Assistance & Active Student Loan Repayment

Employees may be reimbursed for up to a maximum of \$5,250 annually for the cost of course work which promotes career development.

The District may provide the annual student loan repayment amount in monthly installment payments (no greater than \$437.50/mo.), contingent on the employee remaining employed with the District for the full calendar month.

Transportation Incentive (Taxable)

The District will provide a transportation incentive for employees who use an alternate method of transportation other than driving alone (walk, bike, carpool/vanpool, bus, train, electric/plug-in hybrid, or other zero-emission means of transportation).

The qualifiers are as follows:

Minimum of 25% commute or commute miles – District pays \$80/mo.

Minimum of 50% commute or commute miles – District pays \$100/mo.

Minimum of 80% commute or commute miles – District pays \$120/mo.

Leave Donation Program

This program provides a mechanism for assisting employees who have exhausted paid leave due to a serious or catastrophic illness or injury. It allows employees to donate accrued vacation or floating holiday hours to a specific employee who has exhausted their accrued leave balances.

Sick Leave Incentive (Taxable)

*Eligible employees have the choice of choosing between a taxable cash payout or converting sick leave hours to vacation hours based on the number of sick leave hours used in a fiscal year (July 1 to June 30) as follows:

Use 30 hours or less - \$300 taxable cash payout or convert 10 hours of sick leave to vacation hours

Use 40 hours or less - \$240 taxable cash payout or convert 8 hours of sick leave to vacation hours

Use 45 hours or less - \$180 taxable cash payout or convert 6 hours of sick leave to vacation hours

Use 50 hours or less - \$120 taxable cash payout or convert 4 hours of sick leave to vacation hours

**Must be employed the full fiscal year in which the incentive is being offered*

Holidays/Floating Holidays

The District recognizes 12 paid holidays per calendar year (8 hours paid at the regular rate of pay). The District gives employees 32 hours of floating holiday leave. These floating holiday hours are issued on July 1 of each year and expire on June 30 of the following year. Unused floating holidays do not roll over.

Sick Leave

Sick leave is accrued at the rate of 0.04615 hours for each hour worked. An employee may be paid for ½ of any accumulated sick leave, in excess of 200 hours, upon retirement, layoff, or death. In the event of retirement, employees can convert any unused sick leave at the time of retirement to additional service credits at the calculated rate allowed under the District's retirement benefit plan.

Vacation

Vacation is based on years of service, and the accrual rate is based on actual hours worked as listed below:

0 through 78 Pay Periods	3.08 hours per pay period (approx. 80 hours/yr)
79 through 260 Pay Periods	4.62 hours per pay period (approx. 120 hours/yr)
Over 260 Pay Periods	6.16 hours per pay period (approx. 160 hours/yr)

Vacation Buy-Back/Cash-Out (Taxable)

Any employee with a minimum of 5 years of continuous service and a minimum of 200 hours of available accrued vacation hours has the ability to cash out 10 hours of vacation leave per fiscal year (July 1 to June 30). The employee's accrued leave will be reduced by the number of hours cashed out. Employees must have used a minimum of 40 hours in the previous fiscal year to be eligible for the cash-out option.

Any employee with a minimum of 10 years of continuous service and a minimum of 200 hours of available accrued vacation hours has the ability to cash out 20 hours of vacation leave per fiscal year (July 1 to June 30). The employee's accrued leave will be reduced by the number of hours cashed out. Employees must have used a minimum of 80 hours in the previous fiscal year to be eligible for the cash-out option.

Bereavement Leave

Employees who suffer the death of an immediate family member are entitled to bereavement leave, not to exceed five (5) working days for each occurrence.

Additional Benefits for Exempt Employees and the Executive Director

Administrative Leave – Exempt employees and the Executive Director shall receive 80 hours of administrative leave, to be issued on July 1 of each fiscal year and will expire on June 30 of the following year. Unused administrative leave hours do not roll over. Employees hired under the supervisory management classification and not employed at the exempt position at the start of the fiscal year shall be credited with a prorated amount of administrative leave, based on the number of pay periods remaining in the fiscal year at the date of hire.

Vacation Buy-Back/Cash Out – Exempt employees accruing vacation time at the rate of 15 working days or more per year have the ability to cash out 40 hours of vacation leave per fiscal year (July 1 to June 30). The exempt employee's accrued leave will be reduced by the number of hours cashed out. The Executive Director has the option to cash out up to 200 hours of vacation leave per fiscal year (July 1 to June 30). The Executive Director's accrued leave will be reduced by the number of hours cashed out.

Employee Wellness Program

The district incorporates an employee assistance program, annual on-site flu shots, and health and safety presentations in its employee wellness program.

Additional Benefits:

- Bilingual Pay
 - Longevity Bonus
 - Transit & Parking FSA
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