YOLO-SOLANO AIR QUALITY MANAGEMENT DISTRICT
BENEFIT CHART
EFFECTIVE JULY 1, 2025

Retirement/Pension Plan

	District Contribution	Employee Contribution
CalPERS Retirement – Classic Member 2% @ 55		
• Employer Paid Contribution	12.58%	0.00%
• Employee Member Contribution	0.00%	6.93%
Total contribution based on regular earnings	19.51%	
CalPERS Retirement – *PEPRA Member 2% @ 62		
• Employer Paid Contribution	7.96%	0.00%
• Employee Member Contribution	0.00%	7.75%
Total contribution based on regular earnings	15.71%	

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 one year / **PEPRA** – highest average pay rate over three years), 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. Retirement benefits do not cover dental and vision.

Medical (Pre-Tax)

	Single	2-Party	Family
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)

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.

	Monthly District Contribution	Monthly Employee Contribution
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.

Paid out per pay period (24 pay periods)

Coverage Level	*Benefit Credit
Single	$170.16
2-Party	$340.32
Family	$442.42

Opt-Out Benefit-Health (Taxable)

Eligible* employees (*must provide other valid coverage) may opt out of the District's health insurance program and receive $500/mo. (taxable earnings). The employee can enroll as a qualifying event under the Districts plan if other health insurance coverage is lost.

	District Contribution	Employee Contribution
Family Medical Leave (FMLA) and Pregnancy Disability Leave (PDL)		
Per current Federal and State Law	N/A	N/A
Life Insurance (Standard Life)		
$50,000 policy until age 65, then $15,000	$12.50	$0.00
Accidental Death and Dismemberment (Standard Life)		
$50,000 Maximum - Monthly Contribution	$2.50	$0.00
Long-Term Disability (Standard Life)		
Capped up to $8,333 of monthly earnings	0.48%	0%
Members Insured pre-disability earnings		
Deferred Compensation – 457(b) (Pre-Tax) & 457(b) Roth (Post-Tax)		
Per 24 pay periods	Up to $200/mo.	*Min. $10/mo.
	Up to $400/mo. for APCO	*Min. $10/mo.

**Employees must contribute a minimum of $10/mo. to participate. The District matches 100% up to $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 regular employees with flexible medical and dependent care spending accounts.

Tuition Reimbursement Assistance
Employees may be reimbursed up to a maximum of $5,250 annually for the cost of coursework that promotes career development.

Active Student Loan Repayment
The District may provide an annual student loan repayment amount of up to $5,250 per fiscal year (to be paid in monthly installments no greater than $437.50/mo. and is contingent on the employee remaining employed with the District for the entire calendar month).

Transportation Incentive (Taxable)
The District will provide a transportation incentive for employees who use an alternate method of transportation (walk, bike, public transit, electric, 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.

Holidays/Floating Holidays
The District recognizes 13 paid holidays per calendar year (8 hours paid at the regular rate of pay) and 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. Regular full-time employees shall be granted the additional following holiday hours:

- Christmas Eve - 4 hours
- New Years Eve - 4 hours

Sick Leave
Sick leave is accrued at 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.

Sick Leave Incentive (Taxable)
Eligible* employees (*employed for the full fiscal year in which the incentive is being offered) 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

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)
Employees with a minimum of 5 years of continuous service and 200 hours of available accrued vacation hours can 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 at least 40 hours in the previous fiscal year to be eligible for the cash-out option.

Employees with a minimum of 10 years of continuous service and 200 hours of available accrued vacation hours can 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 at least 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 shall receive 80 hours of administrative leave and the Executive Director shall receive 160 hours of administrative leave, to be issued on July 1 of each fiscal year and 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 can 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 can 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.

Additional Benefits:

- Bilingual Pay
- Longevity Bonus
- Transit & Parking FSA
- Flexible Schedules
- Remote-Hybrid Options
- Pets at Work (PAW) Program