



## Yolo Emergency Communications Agency

### Non – Rep “General Unit”

Full-Time Employees

Term: July 1, 2022 – June 30, 2025

#### Salary Increases:

- 2% COLA 07/01/2022
- 2% COLA 01/01/2024
- 2% COLA 01/01/2025

#### One-Time Cash Benefit:

- \$500 01/01/2023
- \$500 01/01/2024
- \$500 01/01/2025

#### Retirement:

- CalPERS Retirement System
  - Classic 2% @ 55 formula for employees hired into the system before Jan 1, 2013
  - PEPRA 2% @ 62 formula for employees hired after Jan 1, 2013
- The agency does not participate in social security
- Deferred Compensation Savings Plan (457) available to employees

#### Medical Package:

The agency provides a cafeteria medical package for health, dental, and vision. The benefit package amount is based on 90% of Kaiser’s annual rates for Region 1. The agency participates in CalPERS Medical Insurance plans, including HMO’s & PPO’s. The following monthly benefit packages are provided to the employee to cover health, dental, and vision:

- Employee only: \$850
- Employee + 1: \$1,543
- Employee + Family: \$2,006
- Cash in-lieu of benefits: \$500

#### Life Insurance:

- Annual salary paid by employer

#### Other Pays:

- Annual Option Vacation buyback 40hrs
- Annual Sick Leave Incentive: \$500
- Monthly Longevity pay: 10 yrs = \$130, 15yrs = \$180, and 20yrs = \$230

#### Vacation Accruals:

- 0 thru 2 years: 3.08 hours per bi-weekly or 80.08 hours annually
- 3 thru 5 years: 4.62 hours per bi-weekly or 120.12 hours annually
- 6 thru 8 years: 4.93 hours per bi-weekly or 128.18 hours annually

### Vacation Accruals (cont.):

- 9 thru 11 years: 5.24 hours per bi-weekly or 136.24 hours annually
- 12 years: 5.54 hours per bi-weekly or 146.04 hours annually
- 13 years: 5.85 hours per bi-weekly or 152.10 hours annually
- 14 years: 6.16 hours per bi-weekly or 160.16 hours annually
- 15 years: 6.47 hours per bi-weekly or 168.22 hours annually

### Other Leaves:

- Floating Holidays: 4 days or 32 hours annually
- Sick Leave: 12 days or 96 hours annually

### Holidays Observed:

- New Year's Day
- Martin Luther King, Jr. Day
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Veteran's Day
- Thanksgiving Day & Day After
- Christmas Day