

**AGENDA
REGULAR MEETING
YECA GOVERNING BOARD**

**Yolo Emergency Communications Agency, 35 N. Cottonwood Street, Woodland, CA 95695
July 29, 2015
2:00 P.M. Public Session**

ALL ITEMS ARE FOR ACTION UNLESS OTHERWISE NOTED WITH AN ASTERISK (*).

1. Call to Order (2:00 PM)

2. Public Comment *

Speakers must state their name and city of residence for the record and limit their remarks to three minutes. Members of the public audience may address the Governing Board on any item not on today's agenda. No response is required and no action can be taken, however, the Governing Board may add the item to the agenda of a future meeting.

3. Announcements

4. Approval of the Agenda

5. Consent Agenda

Consent Agenda items are considered to be routine and will be considered for adoption by one motion. There will be no separate discussion of these items unless a member of the Governing Board, member of the audience, or staff requests that the Governing Board remove an item. If an item is removed, it will be discussed in the order in which it appears on the Agenda.

- a. Approval of the Minutes from the June 3, 2015 Regular Meeting and July 7, 2015 Special Session Meeting Pg. - 1
- b. Operations Division Report Pg. - 5
- c. Current Year Budget Status Update Pg. 7
- d. Delta Wireless Amendment – Extending Services Pg. - 8

6. Unfinished Business

- a. Air Ambulance Dispatch Recommendation Pg. - 9

7. New MOU W/ YCDA & Non-Represented Compensation Packages

- a. New MOU with Yolo County Dispatch Association Pg. – 10
- b. Non-Represented Compensation & Benefits Package Pg. - 11
- c. Agency Summary of Benefits Pg. - 13

8. Chair and Co-Chair Assignment

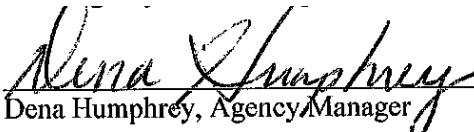
- a. Assignments for the New Fiscal Year

9. Next Scheduled JPA Board Meeting September 2, 2015

10. Items for Future Agenda

11. Adjournment

I declare under penalty of perjury that the foregoing agenda was available for public review and posted on/or before July 24, 2015 on the bulletin board outside of the Yolo County Board of Supervisors Chambers, Erwin Meier Administration Center, 625 Court St., Woodland, California and on the agency website: <http://www.yeca911.org/BoardCalendar2015.html>


Dena Humphrey, Agency Manager

**The meeting room is wheelchair accessible and disabled parking is available. If you are a person with a disability and you need disability related accommodations to attend the meeting, please contact Marci Criste at (530) 666-8919 or (530) 666-8909 (fax). Requests for accommodations must be made at least two full business days before the start of the meeting. **

Agenda Item: 5.a

**YOLO EMERGENCY COMMUNICATIONS AGENCY (YECA)
GOVERNING BOARD**

June 3, 2015

MINUTES

The YECA Governing Board met on Wednesday, June 3, 2015 at the Yolo Emergency Communications Agency, Woodland CA. Board Chair Sergio Gutierrez called the meeting to order at 2:06 p.m.

PRESENT: Primary Board Members: Sergio Gutierrez, City of Winters, Tom Lopez, Yolo County,
Dan Bellini, City of Woodland, Carol Richardson, City of West Sacramento, Gary Fredericksen, Yocha Dehe Wintun Nation, and Dena Humphrey, Executive Director.

Entry No. 2

Public Comment

Yolo County Dispatcher's Association (YCDA) President, Stephanie Taylor and members of the Association provided feedback to the Board regarding the recent negotiations proposal of lowering the cap on the number of Comp Time hours that can be accrued.

Entry No. 3

Announcements

Board Chair Sergio Gutierrez announced that Board Member Carol Richardson will be stepping down from her position on the Governing Board. The Board presented Carol with a proclamation and plaque in appreciation of her 24 years on the Board.

Entry No. 4

Minute Order No. 2015-08: Approval of Agenda

The Agenda was approved as presented.

MOTION: Bellini SECOND: Fredericksen AYES: Bellini, Gutierrez, Fredericksen, Lopez, Richardson.

Entry No. 5

Minute Order No. 2015-09: Approval of Consent Agenda

The Consent Agenda was approved as presented.

MOTION: Lopez SECOND: Richardson AYES: Gutierrez, Bellini, Fredericksen, Lopez, Richardson.

Entry No. 6

Old Business

IT Specialist Charles Keasler briefed the Board that the CAD to CAD interface with AMR went live May 4, 2015. The calls sent over the CAD-to-CAD connection are processed quickly. Overall the interface has been a success, and several dispatchers have expressed an appreciation for how quickly and efficiently the calls are sent to AMR. No action was taken, information only.

Operations Manager Karen Avara updated the Board on the recent progress towards the policy consolidation project.

No action was taken, information only.

Entry No. 7

Governing Board

West Sacramento Police Chief Tom McDonald has been appointed as the primary member to the YECA Governing Board. He will be replacing Carol Richardson who has stepped down after 24 years of service to the Board.

Entry No. 8

Radio Project

IT Specialist Charles Keasler informed the Board that the Radio console replacement project has been completed. The replacement consolidated two systems into one, allowing dispatch the flexibility to use each radio console for any jurisdiction and that the new consoles are now P25 compatible. The project was completed well in advance of the October 2015 payout deadline.

No action was taken, information only.

Entry No. 9

Air Ambulance Dispatch

Operations Manager Karen Avara briefed the Board that currently the Yolo Emergency Medical Services Agency (YEMSA) has a no-cost contract with California Shock Trauma Air Rescue (CALSTAR) to provide air ambulance dispatch for Yolo County. The contract between YEMSA and CALSTAR expires at the end of June and YEMSA is exploring other options that would expedite the process and reduce response times.

After some discussion it was decided that more information is needed and brought back to the Board.

Entry No. 10

Closed Session

Board Chair Gutierrez adjourned the meeting to closed session at 2:55 p.m.

Reconvened to open session at 4:35 p.m.

Staff was given direction.

The next scheduled meeting will be July 29, 2015.

Meeting was adjourned at 4:37 p.m.

Minutes submitted by: Marci Criste, Recording Secretary

**YOLO EMERGENCY COMMUNICATIONS AGENCY (YECA)
SPECIAL CLOSED SESSION
GOVERNING BOARD MEETING**

July 7, 2015

MINUTES

The YECA Governing Board met on Tuesday July 7, 2015 at the Yolo Emergency Communications Agency, 35 N. Cottonwood Street, Woodland. Board Chair Sergio Gutierrez called the meeting to order at 3:09.M.

PRESENT: Primary Board Members:
Sergio Gutierrez, City of Winters, Dan Bellini, City of Woodland, Tom Lopez, Yolo County, Gary Fredericksen, Yocha Dehe Wintun Nation and Dena Humphrey, Executive Director

ABSENT: Tom McDonald, City of West Sacramento

Entry No. 2

Closed Session

Board Chair Sergio Gutierrez adjourned the meeting to closed session at 3:10 p.m.

Entry No. 3

Closed Session Announcements

Closed session adjourned at 3:36 p.m. Staff was given direction and there were no closed session announcements.

Meeting was adjourned at 3:37 p.m.

Minutes submitted by: Marci Criste, Recording Secretary

STAFF REPORT

Agenda Item: 5.b

Date: July 21, 2015

To: YECA Governing Board

Thru: Dena Humphrey, Agency Manager

From: Karen Avara, Operations Manager

Subject: Operations Division Report

Recommendation: No action required; information only.

Summary: Operations staff is currently engaged in the following:

- **Staffing:**
 1. **Training:**

Nadia has been released to work all radios, Maria has completed training on Fire and Woodland PD and has begun training on the Sheriff's radio. Laura is training on Fire on night shift, Marisol on Woodland PD on day shift and Chris on Woodland PD on night shift.
 2. **Resignation:**

Dispatcher II Ame Minnick has accepted employment with Vacaville Fire, her last day with YECA was July 13th.
 3. **Recruitment:**

We opened recruitment on June 3rd, with a closing date of July 18th, we received 66 applicants and will begin testing on August 1st.
- **Internal Affairs: May-June 2015**
 1. **Grievances:** None
 2. **Complaints:** None
 3. **Commendations:** None
- **Monthly Gold Board Employee Recognition:**

May 2015:
Amanda Garrison was the selected winner for May, she was nominated for two different incidents, one for assisting in a vehicle pursuit and the other for doing an incredible job on Fire.

Others recognized for their contributions:
Krista Bryant, Scott Roberson, Chris Brewer, Kim Lindsay, Tammy Leggins, Teri Lynn Caughie, Mayra Berumen-Perez, Nadia Wasilevsky, Elaine Savage-Helphingstine, Kim Maynard, Maria Bigham.

June 2015:
Tammy Leggins was picked in this month's raffle, she was recognized this month for completing her EMD test early and completing 37 credits surpassing the 24 needed.

Others recognized for their contributions:

Kim Soares, Maria Bigham, Charles Keasler, Scott Roberson, Stephanie Taylor, Molly Scott, Amanda Garrison, Scott Fletcher, and Vanesa Hoyt.

Statistical Information:

• Monthly Phone Statistics:

Month	9-1-1	Non-Emergency	Outgoing	Total
May	5,766	16,234	6,631	28,631
June	5,596	15,304	5,987	26,887

• Monthly CAD Events:

Included in “Other” category are AMR, Animal Control, All Public Works, County Maintenance, Social Services, Environmental Health, and Public Guardian.

Month	Law	Fire	Other
May	14,968	2,150	912
June	14,943	2,185	917

• Confidential Records Requests:

Month	# of Requests
May	106
June	121

Agenda Item: 5.c

YECA BUDGET MANAGEMENT SUMMARY

2014 / 2015 As of 6/26/15

	8% JUL-14	17% AUG-14	25% SEPT-14	33% OCT-14	42% NOV-14	50% DEC-14	58% JAN-15	67% FEB-15	75% MAR-15	83% APR-15	92% MAY-15	100% JUN-15
360 360-1 ADMINISTRATION												
Appropriations	\$ 2,409,409	\$ 2,409,409	\$ 2,409,409	\$ 2,409,409	\$ 2,409,409	\$ 2,409,409	\$ 2,409,409	\$ 2,409,409	\$ 2,409,409	\$ 2,409,409	\$ 2,409,409	\$ 2,409,409
Expenditures	\$ 40,589	\$ 127,560	\$ 328,017	\$ 664,618	\$ 868,408	\$ 972,716	\$ 1,059,050	\$ 1,170,943	\$ 1,244,500	\$ 1,338,458	\$ 1,633,987	\$ 1,833,265
Percent Expended	2%	5%	14%	28%	36%	40%	44%	49%	52%	56%	68%	76%
360 360-2 OPERATIONS - DISPATCH												
Appropriations	\$ 3,507,387	\$ 3,507,387	\$ 3,507,387	\$ 3,507,387	\$ 3,507,387	\$ 3,507,387	\$ 3,507,387	\$ 3,507,387	\$ 3,507,387	\$ 3,507,387	\$ 3,507,387	\$ 3,507,387
Expenditures	\$ 130,542	\$ 374,238	\$ 939,471	\$ 1,225,307	\$ 1,471,379	\$ 1,688,507	\$ 1,800,818	\$ 2,198,191	\$ 2,259,348	\$ 2,491,280	\$ 2,730,837	\$ 3,097,776
Percent Expended	4%	11%	27%	35%	42%	48%	51%	63%	64%	71%	78%	88%

TOTAL for all budget units - B/U 360-1 Administration; 360-2 Operations Dispatch;												
Appropriations	\$ 5,916,796	\$ 5,916,796	\$ 5,916,796	\$ 5,916,796	\$ 5,916,796	\$ 5,916,796	\$ 5,916,796	\$ 5,916,796	\$ 5,916,796	\$ 5,916,796	\$ 5,916,796	\$ 5,916,796
Encumbrances	\$ 3,441	\$ 3,430	\$ 3,206	\$ 2,985	\$ 2,854	\$ 2,714	\$ 2,523	\$ 2,398	\$ 2,183	\$ 1,959	\$ 1,795	\$ -
Expenditures	\$ 171,130	\$ 501,798	\$ 1,267,488	\$ 1,889,925	\$ 2,339,787	\$ 2,661,223	\$ 2,859,868	\$ 3,369,134	\$ 3,503,848	\$ 3,829,738	\$ 4,364,824	\$ 4,931,041
Unencumbered	\$ 5,742,225	\$ 5,411,568	\$ 4,646,102	\$ 4,023,886	\$ 3,574,155	\$ 3,252,859	\$ 3,054,405	\$ 2,545,264	\$ 2,410,765	\$ 2,085,099	\$ 1,550,177	\$ 985,755
Percent Expended	3%	9%	21%	32%	40%	45%	48%	57%	59%	65%	74%	83%
Estimated Revenue	\$ 5,916,796	\$ 5,916,796	\$ 5,916,796	\$ 5,916,796	\$ 5,916,796	\$ 5,916,796	\$ 5,916,796	\$ 5,916,796	\$ 5,916,796	\$ 5,916,796	\$ 5,916,796	\$ 5,916,796
Realized Revenue	\$ -	\$ 24,326	\$ 1,446,491	\$ 1,447,666	\$ 1,622,225	\$ 3,427,022	\$ 3,493,732	\$ 4,395,201	\$ 4,405,413	\$ 4,937,480	\$ 4,951,868	\$ 5,465,304
Percent Realized	0%	0%	24%	24%	27%	58%	59%	74%	74%	83%	84%	92%

	8% JUL-14	17% AUG-14	25% SEPT-14	33% OCT-14	42% NOV-14	50% DEC-14	58% JAN-15	67% FEB-15	75% MAR-15	83% APR-15	92% MAY-15	100% JUN-15
360 360-3 CAD CAD PROJECT												
BofA Capital Lease												
Appropriations	\$ 699,392	\$ 699,392	\$ 699,392	\$ 699,392	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000
Expenditures	\$ -	\$ -	\$ 6,922	\$ 6,922	\$ 4,200	\$ 17,204	\$ 17,204	\$ 17,204	\$ 17,204	\$ 17,204	\$ 17,204	\$ 17,204
Unencumbered	\$ 699,392	\$ 699,392	\$ 692,470	\$ 692,470	\$ 15,800	\$ 2,796	\$ 2,796	\$ 2,796	\$ 2,796	\$ 2,796	\$ 2,796	\$ 2,796
Percent Expended	0%	0%	1%	1%	21%	86%	86%	86%	86%	86%	86%	86%
Estimated Revenue	\$ 699,392	\$ 699,392	\$ 699,392	\$ 699,392	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000	\$ 20,000
Realized Revenue	\$ -	\$ -	\$ 6,922	\$ 6,922	\$ 4,200	\$ 4,200	\$ 4,200	\$ 4,200	\$ 4,200	\$ 4,200	\$ 4,200	\$ 4,200
Unrealized Revenue	\$ 699,392	\$ 699,392	\$ 692,470	\$ 692,470	\$ 15,800	\$ 15,800	\$ 15,800	\$ 15,800	\$ 15,800	\$ 15,800	\$ 15,800	\$ 15,800
Percent Realized	0%	0%	1%	1%	21%	21%	21%	21%	21%	21%	21%	21%

	8% JUL-14	17% AUG-14	25% SEPT-14	33% OCT-14	42% NOV-14	50% DEC-14	58% JAN-15	67% FEB-15	75% MAR-15	83% APR-15	92% MAY-15	100% JUN-15
360 360-3 RAD RADIO PROJECT												
BofA Capital Lease												
Appropriations	\$ -	\$ -	\$ -	\$ -	\$ 672,470	\$ 672,470	\$ 672,470	\$ 672,470	\$ 672,470	\$ 672,470	\$ 672,470	\$ 672,470
Expenditures	\$ -	\$ -	\$ -	\$ -	\$ 31,709	\$ 31,709	\$ 364,127	\$ 364,127	\$ 364,127	\$ 622,351	\$ 629,092	\$ 632,762
Unencumbered	\$ -	\$ -	\$ -	\$ -	\$ 640,761	\$ 640,761	\$ 308,343	\$ 308,343	\$ 308,343	\$ 50,119	\$ 43,378	\$ 39,708
Percent Expended	0%	0%	0%	0%	5%	5%	54%	54%	54%	93%	94%	94%
Estimated Revenue	\$ -	\$ -	\$ -	\$ -	\$ 672,470	\$ 672,470	\$ 672,470	\$ 672,470	\$ 672,470	\$ 672,470	\$ 672,470	\$ 672,470
Realized Revenue	\$ -	\$ -	\$ -	\$ -	\$ 31,709	\$ 31,709	\$ 364,127	\$ 364,127	\$ 364,127	\$ 622,351	\$ 629,092	\$ 632,762
Unrealized Revenue	\$ -	\$ -	\$ -	\$ -	\$ 640,761	\$ 640,761	\$ 308,343	\$ 308,343	\$ 308,343	\$ 50,119	\$ 43,378	\$ 39,708
Percent Realized	0%	0%	0%	0%	5%	5%	54%	54%	54%	93%	94%	94%

STAFF REPORT

Agenda Item: 5.d

Date: July 29, 2015

To: YECA Governing Board

From: Dena Humphrey, Communications Agency Manager

Subject: Radio Maintenance Amendment Summary

Recommendation: Approve Signing Authority to Executive Director to Extend Radio Maintenance Services with Delta Wireless

Summary:

Delta Wireless contract is upon expiration, as our primary service provider for the radio and microwave system. This amendment is to extend the contract another year and provide a maximum cap for non-essential radio issues. The amendment accounts for having a technician available 16 hours per week to work through non-essentials and punch list items. The service contract still maintains a 24/7 for radio system failures.

The performance of Delta continues to be exceptional. The expertise of the technicians and the customer service as a whole has been incredible traits to have as our service provider for maintaining the radio system.

Due to the specialized and complexity of radio and engineering services, Delta has eight certified technicians available to provide regular repair, maintenance, and after hour tech support from their Sacramento location. Delta also has locations in Stockton, Atwater, and Turlock. All technicians employed by Delta have passed extensive background checks. Delta has been serving the area since 1996, and includes some of the following surrounding customers: UCD, City of Davis, Citrus Heights, Roseville, Nevada County Sheriff, Folsom PD, and Sacramento Airport.

If approved, the contract term would be for an additional year July 1, 2015 – June 30, 2016. The cost not to exceed is \$110,220, and includes an annual preventive maintenance optimization of the system, regular maintenance, trouble shooting, 24/7 Tech support; fixed hourly rates for engineering services, tower climbing, radio repair, parts, and in-shop labor. The cost not to exceed also includes a 10% contingency for equipment replacement and any other additional cost not covered under the scope of work. The contract also includes fixed hourly rates for member agencies seeking radio/mobile repair and maintenance services.

STAFF REPORT

Agenda Item: 6

Date: July 29, 2015
To: YECA Governing Board
Thru: Dena Humphrey, Executive Director
From: Karen Avara, Operations Manager
Subject: Air Ambulance Dispatch

Recommendation: Staff recommends the JPA Board authorize the Executive Director to sign an agreement with YEMSA to provide air ambulance dispatch services for our member agencies on a year-to-year basis

Summary:

At the June 3, 2015 JPA Board meeting, a discussion was held about the expiring YEMSA contract with CALSTAR for Air Ambulance Dispatching services. Resulting in two options available for YEMSA to consider: 1) have YECA pick up the dispatch duties or 2) use AMR for dispatch services for all of Yolo County.

At the meeting, our member Fire agencies expressed a preference for YECA to assume responsibility. Dispatch personnel attending the meeting had no opposition. The JPA Board made a request to contact YEMSA and determine if there could be a fee assessed for YECA providing this service, and expressed a preference for Davis Fire to place their own individual requests directly. YEMSA then advised there would be no fee assessment allowed and that Davis Fire has agreed to handle their own requests.

YECA IT has completed the programing aspect for helicopter bases, added flight times, and built in delays, so CAD would recommend the closest air ambulance resource to streamline the process and to ease Dispatcher workloads, as expressed in the meeting. Ultimately, this will improve our process and make the task shorter by eliminating multiple phone calls.

STAFF REPORT

Agenda Item: 7.a

Date: July 29, 2015
To: YECA Governing Board
From: Dena Humphrey, Communications Agency Manager
Subject: New MOU with Yolo County Dispatchers' Association

Recommendation: Approve three-year Memorandum of Understanding with Yolo County Dispatchers' Association (YCDA)

Summary:

YECA has reached a three-year tentative agreement with YCDA for the period of July 1, 2015 – June 30, 2018, pending the approval of the JPA Board. The major changes to the previous MOU are as follows:

- COLA Increases
Employees will receive COLA increases in the first full pay period slated for in January:
 - January 2016 – 2.0%
 - January 2017 – 1.5%
 - January 2018 – 1.5%
- Longevity Increases
Employees will receive a \$15 increase per longevity class:
 - 20 Years - \$215/per month
 - 15 Years - \$165/per month
 - 10 Years - \$115/per month
- Health Benefits
An enhanced medical package was offered with an amount equal to 90% of the CalPERS Sacramento regional Kaiser HMO rate for an employee's health package. The health benefits package includes medical, health, and vision. The employee only package includes the 90% Kaiser rate or \$850, whichever is higher. The employee +1 and family is based on the 90% Kaiser rate. For those employees who have opted out for medical the cash outs have been set at \$500 across the board, regardless of hire date.
- Compensation Time Off (CTO) Changes:
Changes to CTO accruals changed from a fluctuating model within a maximum balance of 80hrs to a one-time fixed amount accrual per fiscal year:
 - FY16: 80hr one-time CTO accrual, maximum balance 120hrs
 - FY17: 70hr one-time CTO accrual, maximum balance 120hrs
 - FY18: 60hr one-time CTO accrual, maximum balance 120hrs

YCDA MOU July 1, 2015 – June 30, 2018 (Attachment)

STAFF REPORT

Agenda Item: 7.b

Date: July 29, 2015
To: YECA Governing Board
From: Dena Humphrey, Communications Agency Manager
Subject: Non-Represented Compensation & Benefits Packages

Recommendation: Approve compensation and benefits package for the non-represented groups

Summary:

YECA has met with each of the non-represented groups to review compensation and benefits. Traditionally, the non-represented groups have typically followed the represented for compensation adjustments and benefit enhancements with a few exceptions and considerations. The non-represented groups includes the General, Supervisory, Managers, and Executive Director. Upon approval of the JPA Board, these packages would go into effect for the July 26th pay period. The major changes to these packages are as follows:

- **COLA Increases**

Employees will receive COLA increases in the first full pay period slated for in January:

- January 2016 – 2.0%
- January 2017 – 1.5%
- January 2018 – 1.5%

- **Longevity Increases**

Employees will receive a \$15 increase per longevity class:

- 20 Years - \$215/ per month
- 15 Years - \$165/ per month
- 10 Years - \$115/ per month

- **Health Benefits**

An enhanced medical package was offered with an amount equal to 90% of the CalPERS Sacramento regional Kaiser HMO rate for an employee's health package. The health benefits package includes medical, health, and vision.

- **Non-Represented "General"**

Medical Benefit Package Changes:

For administrative purposes the "General" group will receive a modest increase to salary of \$25 per month for the reduction to their health benefits package from \$875 to \$850. The employee only package includes the 90% Kaiser Sacramento regional rate or \$850, whichever is higher. The employee +1, and employee plus family is also based on the 90% Kaiser rate.

For those "General" group employees who have opted out for medical benefits the cash outs have been set to reduce to \$500 over a five year period. Employees hired after Jan 2016 will receive the \$500 and will not be eligible to participate in the

reduction plan. The current amount is \$775 for the “General” group and will follow a \$56 per year reduction until \$500 is reached:

- Jan 2016 - \$719
- Jan 2017 - \$663
- Jan 2018 - \$607
- Jan 2019 - \$551
- Jan 2020 - \$500

○ Non-Represented “Supervisory & Management”

Medical Benefit Package Change:

The Supervisory and Management group will receive \$975 for employee only.

Employees who elect employee + 1 or employee plus family will receive an equivalent to 90% Kaiser HMO Sacramento regional rate plus \$100.

● **Compensation Time Off (CTO) Changes:**

Non-Represented “General”

Changes to CTO accruals changed from a fluctuating model within a maximum balance of 80hrs to a one-time fixed amount accrual per fiscal year:

- FY16: 80hr one-time CTO accrual, maximum balance 120hrs
- FY17: 70hr one-time CTO accrual, maximum balance 120hrs
- FY18: 60hr one-time CTO accrual, maximum balance 120hrs

Non-Represented “Supervisory”

Changes to CTO accruals changed from a fluctuating model within a maximum balance of 100hrs to a one-time fixed amount accrual per fiscal year:

- FY16: 100hr one-time CTO accrual, maximum balance 120hrs
- FY17: 90hr one-time CTO accrual, maximum balance 120hrs
- FY18: 80hr one-time CTO accrual, maximum balance 120hrs

● **401(a) Retirement Savings Discontinuance:**

Back in 2000, the agency implemented a 401(a) retirement savings plan for the entire non-represented groups. During this time a contribution was developed as a compensational benefit in place of a COLA increase the represented group received. These FY00 percent amounts shown below will roll into their base salaries and the 401(a) contributions will discontinue for the following groups: General 3%, Supervisors 4%, Manager’s 5%.

Agenda Item: 7.c

YECA Benefits Summary				
	General	General	Supervisory	Management
Unit Designation	JG	G	Sup	M
Representation	YCDA	None	None	None
Overtime/CT	Yes	Yes	Yes	No
Monthly Benefit Package:				
Includes: Medical, Denbtal, Vision				
Health - ee	\$850	\$850	\$975	\$975
Health - ee + 1	\$1,188	\$1,188	\$1,288	\$1,288
Health - family	\$1,547	\$1,547	\$1,647	\$1,647
In-lieu of Health Ins.	\$500	\$500	\$875	\$875
*Medical Packages Based off 90% Kaiser Sacramento Regional Rate				
Life Insurance	Annual Salary	Annual Salary	Annual Salary	Annual Salary
CalPERS Classic	2% @55	2% @55	2% @55	2% @55
CalPERS PEPRA	2% @62	2% @62	2% @62	2% @62
Misc. Member Contribution - EE Pays	7%	7%	7%	7%
Social Security	No	No	No	No
Monthly Longevity Service Pay:				
10 Years	\$115	\$115	\$115	\$115
15 Years	\$165	\$165	\$165	\$165
20 Years	\$215	\$215	\$215	\$215
Monthly Medical After Retirement	\$252	\$252	\$252	\$700
Paid Holidays	Cash -12 days	10 days	10 days	10 days
Floating Holidays	16hrs	32hrs	32hrs	32hrs
Annual Sick Leave Accrual	96hrs	96hrs	96hrs	96hrs
Annual Admin Leave	N/A	N/A	N/A	80hrs
Comp Time One-Time Accruals:				
FY16	80hrs	80hrs	100hrs	N/A
FY17	70hrs	70hrs	90hrs	N/A
FY18	60hrs	60hrs	80hrs	N/A
COLA Increases:				
Jan 2016	2.00%	2.00%	2.00%	2.00%
Jan 2017	1.50%	1.50%	1.50%	1.50%
Jan 2018	1.50%	1.50%	1.50%	1.50%
Sick Leave Incentive	\$400-\$500	\$400-\$500	\$400-\$500	N/A
Vacation Buy Back	40hrs	40hrs	40hrs	80hrs