

Yolo County - Benefits by Bargaining Unit (as of August 2019)

Unit Designation	General G	Supervisory U	Management M	Attorney A	Sup Atty A2	Corr Off. O	Dep Sher. S	Sher. Mgmt. P	Probation PR	Conf-Clerical C1	Conf-Prof C2	Sup Deputy C3	Dept Heads H	Asst DH's H2	Elected E	Unrep-Prof X2	Unrep-Supp X3
Representation	Local 39	Sup. Assn.	Mgmt. Assn.	Atty. Assn.	Assn.	CO Assn.	DS Assn.	SM Assn.	Prob. Assn.	none	none	none	none	none	none	none	none
Overtime/CT	yes	Varies by Job (11)	no	no	no	yes	yes	Sgt. Only	yes	yes	no	no	no	no	no	no	yes
Benefit Pkg (mo) (6)		* 1703.92	* 1703.92	1703.92	1703.92			1703.92		1703.92	1703.92	1703.92	2120.58	1703.92	2120.58	1703.92	1703.92
Health - emp (6)	* 633.56					*619.2	*619.2		*619.2								
Health - emp & 1 (6)	* 1,267.12					*1238.38	*1238.38		*1238.38								
Health - family (6)	* 1,647.28					*1609.9	*1609.9		*1609.9								
In-lieu of health ins	300.00					300.00	300.00		200.00								
Dental	79.20	inc.	inc.	inc.	inc.	79.20	79.20	inc.	79.20	inc.	inc.	inc.	inc.	inc.	inc.	inc.	inc.
Vision	8.34	inc.	inc.	inc.	inc.	8.34	8.34	inc.	8.34	inc.	inc.	inc.	inc.	inc.	inc.	inc.	inc.
Life Insurance	\$25,000	\$25,000	\$50,000	\$50,000	\$50,000	\$25,000	\$25,000	\$25,000	\$25,000	\$25,000	\$25,000	\$25,000	\$50,000	\$50,000	\$50,000	\$25,000	\$25,000
Auto Allowance												\$570/mo	\$570/mo		BOS/ACE \$570/mo.		
CalPERS Formulas	Miscellaneous - Classic Members 2.5% @ 55; New Members 2% @ 62							Deputy Sheriff Safety - Classic Members 3% @ 50; New Members 2.7% @ 57									
	Other Safety - Classic Members 3% @ 55; New Members 2.7% @ 57																
Misc. Member Rate (Classic / New)	8% / 6.25%	8% / 6.25%	8% / 6.25%	8% / 6.25%	8% / 6.25%	8% / 6.25%	---	8% / 6.25%	---	8% / 6.25%	8% / 6.25%	8% / 6.25%	8% / 6.25%	8% / 6.25%	8% / 6.25%	8% / 6.25%	8% / 6.25%
Sfty Member Rate (Classic / New)	---	9% / 11.25%	9% / 11.25%	---	---	9% / 11.25%	9% / 11.25%	9% / 11.25%	9% / 11.25%	---	---	---	9% / 11.25%	9% / 11.25%	9% / 11.25%	9% / 11.25%	---
Social Security	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes	yes
Def Comp Match (4)	Yes (Gen)	yes (Sup)	yes (Mgmt)	yes (Mgmt)	yes (Mgmt)	yes (CO)	yes (DSA)	yes (SMA)	yes (Prob)	yes (conf)	yes (conf)	yes (sup dep)	\$500	\$500	\$500	yes (conf)	yes (Prob)
CDI/SDI (3)	SDI	SDI	CDI	CDI	CDI	SDI	none	none	SDI	CDI	CDI	CDI	CDI-85%	CDI	none	CDI	SDI
Longevity Salary Steps	no	no	no	Step 6-2.5% (10yrs) Step 7- 5% (15yrs) Non-Cumulative	Step 6-2.5% (10yrs) Step 7- 5% (15yrs) Non-Cumulative	no	hired before 7/1/81-Step 6-2.5% (10yrs) Step 7- 5% (15yrs)	no	no	no	no	no	no	no	N/A	no	no
Longevity Service Pay Differential	10 yrs-2.5% 15 yrs-5%	10 yrs-2.5% 15 yrs-5%	10 yrs-2.5% 15 yrs-5%	no	no	10 yrs-2.5% 15 yrs-5%	10 yrs-2.5% 15 yrs-5% 20 yrs-7.5%	10 yrs-2.5% 15 yrs-5% 20 yrs-7.5%	10 yrs-2.5% 15 yrs-5%	10 yrs-2.5% 15 yrs-5%	10 yrs-2.5% 15 yrs-5%	10 yrs-2.5% 15 yrs-5%	10 yrs-2.5% 15 yrs-5%	10 yrs-2.5% 15 yrs-5%	---	10 yrs-2.5% 15 yrs-5%	10 yrs-2.5% 15 yrs-5%
COLA's/Pay Adjustments	06/24/2018-2% 06/23/2019-2% 06/21/2020-2%	6/23/19-2% 6/21/20-2% 6/20/21-2% 6/19/22-2%							06/23/2019-2% 06/21/2020-2%	7/1/19-2% 7/1/20-2%	6/23/19-2% 6/21/20-2% 6/20/21-2% 6/19/22-2%	6/23/19-2% 6/21/20-2% 6/20/21-2% 6/19/22-2%	6/23/19-2% 6/21/20-2% 6/20/21-2% 6/19/22-2%	6/23/19-2% 6/21/20-2% 6/20/21-2% 6/19/22-2%	6/23/19-2% 6/21/20-2% 6/20/21-2% 6/19/22-2%	6/23/19-2% 6/21/20-2% 6/20/21-2% 6/19/22-2%	6/23/19-2% 6/21/20-2% 6/20/21-2% 6/19/22-2%
Contract exp.	06/30/21	06/30/23	06/30/20	06/30/19	6/30/19	10/31/19	6/30/20	6/30/21	6/30/21	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

CalPERS Agency Rate Effective 7/1/2017 - 23.227% (Misc.) and 34.082% (Safety)

(4) 457 Match General: 1+ yrs = \$100, 10+ yrs = \$150, 20+yrs=\$250
 Supervisor: 10+ yrs = \$150; 20+ yrs = \$250
 Mgmt / A/A2: 1+ yrs = \$400; 10+ yrs = \$500
 Correctional Officer: 5+ yrs = \$150; 10+ yrs = \$200
 Deputy Sheriff: 1+ yrs = \$150, 10+ yrs = \$250

SMA: 10+ yrs = \$150, 20+ yrs = \$250
 Probation/Unrep-Supp: 1+ yrs = \$150, 10+ yrs = \$250
 Confidential/Unrep-Prof: 1+ yrs = \$350; 10+ yrs = \$450
 Supervisor's Deputy: 0 yrs = \$400

(3) County Disability Insurance (CDI) or State Disability Insurance (SDI)
 (6) * Contribution to health, dental and vision is pro-rated based on FTE

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Vac Maximum Accrual	320 hours	320 hours	320 hours	320 hours	320 hours	320 hours	320 hours	400 hours	320 hours	320 hours	320 hours	320 hours	320 hours	320 hours	N/A	320 hours	320 hours
Vac Buyback (FY)	None	None	None	80 hours (min 4.62 accr)	80 hours (min 4.62 accr)	40 hours (8)	40 hours (9)	96 hours (min 4.62 accr)	None	NONE AS OF 7/23/19	NONE AS OF 7/23/19	NONE AS OF 7/23/19	NONE AS OF 7/23/19	NONE AS OF 7/23/19	N/A	NONE AS OF 7/23/19	NONE AS OF 7/23/19
Sick Leave Accrual	96 hrs/yr	96 hrs/yr	96 hrs/yr	96 hrs/yr	96 hrs/yr	96 hrs/yr	96 hrs/yr	96 hrs/yr	96 hrs/yr	96 hrs/yr	96 hrs/yr	96 hrs/yr	96 hrs/yr	96 hrs/yr	N/A	96 hrs/yr	96 hrs/yr
Floating Holidays	40 hours	40 hours	32 hours	32 hours	32 hours	32 hours	40 hours	40 hours	32 hours	40 Hours	40 Hours	40 Hours	40 Hours	40 Hours	N/A	40 Hours	40 Hours
Administrative Leave (10)	n/a	40 Hours for FLSA Exempt Only	48 hours *	80 hours	80 hours	no	no	40 hours (except Sgt.)	n/a	no	40 hours *	40 hours *	80 hours *	40 hours *	N/A	40 hours *	no
Paid Holidays	10.5	10.5	10.5	10.5	10.5	10	9	9.5	10.5	10.5	10.5	10.5	10.5	10.5	N/A	10.5	10.5
Comp Time maximum	160 hours	160 hours	N/A	N/A	N/A	80 hours	120 hours	(Sgt only - 120 hrs)	160 hours	120 hours	N/A	N/A	N/A	N/A	N/A	N/A	120 hours

(8) Vacation buy back for Correctional Officers Unit - employee must have a balance of at least 200 hours

(9) Vacation buy back for Deputy Sheriff's - employee must have a balance within 40 hours of the maximum accrual limit (must have a balance of at least 280 hours)

(10) * Employees may carry over up to 20 hours in July for 6 months; ** Unrepresented Attorneys receive 80 hours with no carryover.

(11) Based on FLSA exempt/non-exempt job titles

Data current as of 07/01/2019(19/20)CalPERS rates updated; 2019 health rates)