

BENEFIT POLICY FOR MISCELLANEOUS EMPLOYEES **PURSUANT TO YCPARMIA PERSONNEL MANUAL**

PERS

Employee pays his/her portion of PERS Employee's contribution. Employee pays his/her portion of survivor benefit. The highest 12 consecutive months of salary will be used to calculate retirement benefits.

VACATION

First 3 years of employment – 10 days
4 thru 10 years of employment – 15 days
11th year of employment – 16 days
12th year of employment – 17 days
13th year of employment – 18 days
14th year of employment – 19 days
15th year of employment – 20 days
16+ years of employment – 21 days

Employee can accrue up to a maximum of 280 hours vacation time. Upon termination of employment, the employee shall receive full compensation for any unused vacation.

SICK LEAVE

12 days accrual per year of service. An employee can accrue unlimited number of sick leave days, but only at the time of retirement will the employee be compensated for any accrual. At that time, the employee will be paid for 1/2 of the amount of sick leave on record, over 280 hours, based on the salary at the time of retirement, to a maximum payment on 1040 hours.

HOLIDAYS

New Year's Day, Martin Luther King Day; President's Day; Memorial Day; Independence Day; Labor Day; Veterans' Day; Thanksgiving Day; Day after Thanksgiving; Christmas Eve; Christmas Day. (Holidays on Saturday will be taken on Friday and Holidays on Sunday will be taken on Monday)

FLOATING HOLIDAYS

Employees will receive 3 floating holidays. Floating holidays are to be taken during the calendar year and will not accrue from one calendar year to the next. Upon termination, any accrued, but unused floating holiday will be paid at a straight time rate. Employees will be credited with floating holiday time at the rate of 4 hours per month, capped at 24 hours per calendar year.

MEDICAL/DENTAL/VISION – CAFETERIA PLAN

The capped rate for the Medical/Dental/Vision cafeteria plan is the total current rate of the plans (*capped medical rate is the current Kaiser family rate; 50/50*)

cost sharing of increases to Kaiser employee+2 or more dependents – effective 1/1/2015. Example: if Kaiser employee+2 is currently \$1800 and premium increases \$100, the new maximum amount paid for employee medical is \$1,850.)

Dental and Vision coverage are mandatory. Medical coverage is mandatory unless proof of other medical coverage is submitted to YCPARMIA. Any costs over the cap will be deducted from employee's paycheck over a 12 month period each year. Any monies not used for medical/dental benefits will be paid to the employee through their paycheck over a 12 month period each year (the amount paid to employees with proof of other Medical coverage is capped at the 2003 rate for Kaiser of \$673.95).

MILEAGE ALLOWANCE

The Loss Prevention Analyst and the Investigator will receive the Board approved monthly car allowance, plus the current IRS allowed rate for all travel outside the County of Yolo. All other employees will be reimbursed the current IRS allowed rate for the use of their private vehicles when used for business purposes and authorized by the CEO/Risk Manager.

JURY DUTY

Full-time employees will receive full pay for jury duty attendance. Part-time employees will receive the same percentage of pay as is designated by their position (i.e. a 1/2 time designated employee will receive 4 hours per day pay.) Employees who are temporary or on-call will receive no payment for jury duty. In turn, an employee on jury duty is to turn over to YCPARMIA payment received from the court for jury duty service.

DEFERRED COMPENSATION

ICMA Retirement Corporation and PERS administer deferred compensation plans for YCPARMIA. Each employee is entitled to participate in the plans according to Section 457 of the IRS Code. YCPARMIA does not contribute any funds to these plans.

STATE DISABILITY INSURANCE

Employee pays his/her portion for State Disability Insurance by a deduction from their paycheck.

Part-time personnel will receive a pro-rata share of these benefits based on 50% or 75% of time worked except medical/dental/vision cafeteria plan, and mileage reimbursement. A 50% or more time person will receive the full medical/dental/vision benefit. Any personnel regularly working less than 50% of time will not receive benefits. A determination will be made at the beginning of each budget year as to the percentage of time a part-time employee is to work and benefits will be received accordingly.