

FULL-TIME EMPLOYEE BENEFIT SUMMARY

CalPERS Defined Benefit Retirement The employee currently pays full 8% of the Employee contribution Formula is 2% @ 60 for all new hires after

7-16-11 New hires after 7/16/11 will pay full 7% of Employee portion

Vacation Accrual Per Year - Regular Year 0-4 = 10 days (3.08/pp)
Up to 360 hours Year 5-7 = 15 days (4.65/pp)
Year 8+ = 1 day annually up to 20 days

Vacation Accrual Per Year -Executive Year 0-4 = 10 days (3.08/pp)
Up to 360 hours Year 5-7 = 15 days (4.65/pp)
Year 8+ = 1 day annually up to 20 days

Administrative Time Off (Exempt Staff) 80 hrs. each fiscal year/not accruable, but can be sold back.

Vacation Sell Back Available Employee may sell back hours every September 1 up to 280 hrs. leaving at least 40 hrs. in vacation bank each calendar year to offset PERS and Health benefit premiums, if negative.

Sick Leave Excess benefit can be applied to CalPERS retirement after 5 years of vesting upon retirement

Sick Leave Sell Back Employees may sell back sick leave every September 1 up to 200 hrs. leaving at least 80 hrs. in the sick leave bank each calendar year to offset residual (after cafeteria is exhausted) premium or PERS costs only.

Longevity Pay With Council approval, there is an opportunity to receive a 2.5% increase every year for three (3) years after reaching the M step for two years. This benefit applies to Town Clerk, Mid-Managers, and Staff. Directors may be eligible for a bonus that is linked to performance goals and metrics.

Health Benefits

Medical \$0-\$637.52/mo. \$1,050.00/mo. Towards Cafeteria Plan

Dental 0\$-130.70/mo

Vision \$0-\$19.08

Life Insurance The Town contributes the full amount of premium of the life insurance

Short/Long Term Disability The Town contributes the full amount of the premium for the group short/long term disability insurance policy.

Accidental Death/Dismemberment The Town contributes the full amount of the premium for the group accidental death/dismemberment insurance policy.

Deferred Compensation The employee is able to direct fifty percent (50%) of remainder of unused cafeteria plan into Town provided 457 Plan after PERS percentage and medical premium are paid. Also, employee may contribute a percentage or dollar amount of salary voluntarily.

Cellular Phone Pursuant to a verifiable Town need, Town will provide cell phone for a specific position. If employee uses own cell phone for business related matters the employee can be reimbursed or receive a stipend based on criteria identified in the Town Cell Phone Policy.

Educational Reimbursement Employer will match up to \$1,500 annually of employee's expenses with Department Director approval as identified in the Town's Tuition Reimbursement Policy.

Travel/Training The Town provides for work-related workshops and conferences. Scheduling and approval for such trainings or seminars will be at the discretion of the Town.

Restrictions may apply. All of the above benefits are subject to change as identified in the Town of Yucca Valley, Amended Employee Handbook With Personnel Rules, Policies, and Procedures



The Town of
Yucca Valley

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