

*Town of Yucca Valley Full-Time Benefit Summary*

<p><u>CalPERS Defined Benefit Retirement, there are three tiers:</u></p> <ul style="list-style-type: none"> <li>• <a href="#">2.7%@55</a> for employees hired prior to 7-16-2011, the employee pays full 8% of the Employee contribution.</li> <li>• <a href="#">2.0%@60</a> for employees hired after 7-16-2011, the employee pays full 7% of Employee portion.</li> <li>• <a href="#">2.0%@62</a> for employees hired after 1-1-2013, the employee pays 7.75% for employee portion.</li> </ul>
<p><u>Vacation, the accrual rate per year for regular employees is as follows:</u></p> <ul style="list-style-type: none"> <li>• Year 0-4 (3.08 hours per pay period) = 10 days</li> <li>• Year 5-7 (4.62 hours per pay period) = 15 days</li> <li>• Year 8+ (4.62 hours per pay period) plus one additional day per year up to 20 days.</li> </ul>
<p><u>Sick Leave, the accrual rate per year for regular employees is as follows:</u></p> <ul style="list-style-type: none"> <li>• 12 days per year (3.70 hours per pay period)</li> <li>• 40 hours are provided to part-time, temporary, and seasonal employees.</li> </ul>
<p><u>Vacation and/or Sick Leave Sell Back:</u></p> <ul style="list-style-type: none"> <li>• To off set PERS and Health costs if negative, regular full-time employees within the fiscal year every second payroll in September and March, may request to sell back up to 280 hours of vacation time (must leave at least 40 hours in accrual bank) AND/OR 200 hours of sick leave (must leave 80 hours in accrual bank).</li> </ul>
<p><u>Paid Holidays: 14 Recognized Holidays</u></p>
<p><u>Administrative Time Off/PTO time:</u> 80 hours per fiscal year is provided to designated exempt staff to offset the additional hours for required meetings who are not eligible for overtime pay.</p>
<p><u>Health benefits:</u></p> <ul style="list-style-type: none"> <li>• Medical is provided through CalPERs with the option to choose from 2 PPO plans or 6 HMO plans with a three-tier option (Single, 2-Party and Family). The cost ranges depending on the tier and plan type.</li> <li>• Dental is provided through Principal Dental and has the same three tier option. Cost ranges depending on the tier selected.</li> <li>• Vision is provided through VSP and has the same three tier option. Cost ranges depending on the tier selected.</li> <li>• The Town contributes \$1,570.00 monthly towards Cafeteria Plan effective 7/01/2024.</li> </ul>
<p><u>Life Insurance:</u></p> <ul style="list-style-type: none"> <li>• The Town contributes to the full amount of the premium for life insurance.</li> </ul>
<p><u>Short/Long Term Disability:</u></p> <ul style="list-style-type: none"> <li>• The Town contributes the full amount of the premium for the group short/long</li> </ul>

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term disability insurance policy.
<u>Accidental Death/Dismemberment:</u>
<ul style="list-style-type: none"><li>• The Town contributes the full amount of the premium for the group AD/D insurance policy.</li></ul>
<u>Employee Assistance Program:</u>
<ul style="list-style-type: none"><li>• This program provides counseling, legal, and several other resources on a confidential basis.</li></ul>
<u>Deferred Compensation:</u>
<ul style="list-style-type: none"><li>• The employee can direct 100% of the remainder of the unused cafeteria plan into a Town provided 457 plan, or cash out as taxable earnings. Employees can also contribute a percentage or dollar amount as a voluntarily contribution.</li></ul>
<u>Cellular Phone:</u>
<ul style="list-style-type: none"><li>• Pursuant to verifiable need, the Town will provide a cell phone for a specific position. If an employee uses their own cell phone for business related matters, upon approval the employee can receive a stipend based on the criteria described in the Town Cell Phone Policy.</li></ul>
<u>Educational Reimbursement:</u>
<ul style="list-style-type: none"><li>• The Town will reimburse up to \$8,500.00 annually of the employee's expenses with approval as outlined in the Town's Education Reimbursement Policy.</li></ul>
<u>Travel/Training:</u>
<ul style="list-style-type: none"><li>• The Town provides job related workshops and conferences. Scheduling and approval for any trainings, conferences or seminars will be at the discretion of the Town.</li></ul>
<u>Wellness Allowance:</u>
<ul style="list-style-type: none"><li>• The Town will provide a \$500.00 annual allowance to be used towards programs and activities that improve employee health and wellness.</li></ul>
<p style="text-align: center;"><i>Certain restrictions may apply. All the benefits listed above are subject to change as identified in the Town of Yucca Valley, Amended Employee Handbook.</i></p>