

# Town of Yountville Salary and Benefits Snapshot

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## General Salary Information

**Yountville Employees Associations (YEA/MMP):** The salary range is 5 steps, with a 5% increment between steps. Salary adjustments within the range can occur at 6 months, and annually thereafter (to the top of the range).

**Yountville Town Manager/Department Heads:** Salaries negotiated based on experience, credentials, and expertise; comparable to salaries of neighboring municipalities. Salaries are set with a Bottom, Control Point, and Top for each range.

## Health Insurance

**CalPERS Health** – The Town contributes an amount equal to 90% of the cost of the Kaiser Health plan. The cost shall be determined for each insurance coverage type as currently defined by the CalPERS Health Program: Employee, employee and one (1) dependent, and employee and two (2) plus dependents. Any balance owed by the employee for a plan selected that costs more than the contribution provided for by the Town shall be deducted by payroll deduction.

## Dental Insurance

**Delta Dental** – The Town pays the entire premium for employees and dependents.

## Accruals and Leaves

**Vacation Accrual** – maximum accrual is 360 hours.

<u>Years of Service</u>	<u>Days per Year</u>
0-3	10 days
3-10	15 days
11	16 days
12	17 days
13	18 days
14	19 days
15	20 days

<b>Sick Leave Accrual:</b>	Equivalent to 8 hours per month (accrued over 26 pay periods)
<b>Holidays:</b>	12 Holidays per year
<b>Float Holidays:</b>	24 hours per FY
<b>Admin. Leave (select classifications):</b>	80 hours per Fiscal Year, prorated at the start of employment. 50% of unused hours are eligible to be cashed out each Fiscal Year end.
<b>Retirement and Deferrals:</b>	2% @ 55 formula for CalPERS for classic members 2% @ 62 formula for new members (PEPRA) 2.7% @ 55 for employees hired before January 1, 2011
<b>Sick leave to Service Credit:</b>	All members eligible
<b>CalPERS Employee Contribution:</b>	8% CalPERS employee share for 2.7% @ 55 7% CalPERS employee share for 2% @ 55 7.75% CalPERS employee share for 2% @ 62
<b>Retiree Health Insurance:</b>	Retiree medical is available and subject to the Town's vesting schedule.
<b>Deferred Compensation Plan:</b>	Employees are eligible to enroll in 457b plans. The Town will contribute up to 7% match on base salary.