

# 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

**Sick Leave Accrual:** Equivalent to 8 hours per month (accrued over 26 pay periods)

**Holidays:** 12 Holidays per year

**Float Holidays:** 24 hours per FY

**Admin. Leave (select classifications):** 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.

**Retirement and Deferrals:** 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

**Sick leave to Service Credit:** All members eligible

**CalPERS Employee Contribution:** 8% CalPERS employee share for 2.7% @ 55

7% CalPERS employee share for 2% @ 55

7.75% CalPERS employee share for 2% @ 62

**Retiree Health Insurance:** Retiree medical is available and subject to the Town's vesting schedule.

**Deferred Compensation Plan:** Employees are eligible to enroll in 457b plans. The Town will contribute up to 7% match on base salary.