

Town of Yountville Salary and Benefits Snapshot

General Salary Information:

Yountville Employees Association (YEA): Salary range is 5 steps, with 5% increment between steps. Salary adjustments within the range occur at 6 months, and annually thereafter (to top of range).

Yountville Town Manager/Department Heads: Salaries negotiated based on experience, credentials and expertise; comparable to salaries of neighboring municipalities.

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

As of January 1, 2011, all employees will contribute 10% of monthly health insurance premiums.

Dental Insurance: Delta Dental - Town pays entire premium for employee 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: 8 hours per month

Holidays: 11 Holidays per year

Float Holidays: 24 hours per FY

Management Leave: 80 hours per year depending on management position. 50% of total hours are eligible to be cashed out each FY end.

Retirement and Deferrals: 2% @ 55 formula for CalPERS for classic members, 7% member contribution paid by employee. 2% @ 62 formula for new members, 6.25% member contribution paid by employee. 2.7 @ 55 for employees hired prior to 1-1-11.

Sick leave to Service Credit: All members eligible

Employee Contribution: Employee contributes 8% PERS employee share for 2.7%@55 and 7% PERS employee share for 2%@55, 6.25% PERS employee share for 2% @62.

Retiree Health Insurance: Retiree medical available and subject to Towns vesting schedule. Available upon request.

Deferred Compensation Plan: Employees are eligible to enroll in 457 plans. Town will contribute up to 7% employee match.