



Yolo Transportation District

Employee Benefits Summary

2024

Employee Bargaining Units

The District does not have Bargaining Units. All employees are considered “At-Will”. At-Will means you and the agency are free to terminate the employment relationship at any time for any reason.

Medical

The District participates in the CalPERS Health Plan Program which currently offers 13 various medical plans to choose from and is subject to change by CalPERS. (To calculate the employee cost – Use the ER share from the appropriate table below and deduct from the plan of your choice listed in the CalPERS Health Premium table below.)

Non-Management Positions - Employer contributes 90% of the lowest HMO offered by CalPERS as outlined in the CalPERS Health Premiums table below.

Health	Employee	Emp +1	Emp + Family
ER Rate/Month	\$726.51	\$1,453.01	\$1,888.92

Management Positions - Employer contributes 90% of the highest HMO health plan offered by CalPERS as outlined in the CalPERS Health Premiums table below.

Health	Employee	Emp +1	Emp + Family
ER Rate/Month	\$1205.73	\$2,411.46	\$3,134.90

CalPERS 2024 Regional Health Premiums (Actives and Annuitants)

Effective Date: January 1, 2024

Region 1*

Alameda, Alpine, Amador, Butte, Calaveras, Colusa, Contra Costa, Del Norte, El Dorado, Glenn, Humboldt, Lake, Lassen, Marin, Mariposa, Mendocino, Merced, Modoc, Mono, Monterey, Napa, Nevada, Placer, Plumas, Sacramento, San Benito, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Shasta, Sierra, Siskiyou, Solano, Sonoma, Stanislaus, Sutter, Tehama, Trinity, Tuolumne, Yolo, Yuba

Basic Monthly Premiums (B)

Plan	Subscriber	Plan Code	Party Code	Party Rate	Subscriber & 1 Dependent	Plan Code	Party Code	Party Rate	Subscriber & 2+ Dependents	Plan Code	Party Code	Party Rate
Anthem Blue Cross Del Norte EPO	\$1,314.27	504	1	1	\$2,628.54	504	2	2	\$3,417.10	504	3	3
Anthem Blue Cross Select HMO	1,138.86	506	1	1	2,277.72	506	2	2	2,961.04	506	3	3
Anthem Blue Cross Traditional HMO	1,339.70	509	1	1	2,679.40	509	2	2	3,483.22	509	3	3
Blue Shield Access+ HMO	1,076.84	525	1	1	2,153.68	525	2	2	2,799.78	525	3	3
Blue Shield Access+ EPO	1,076.84	524	1	1	2,153.68	524	2	2	2,799.78	524	3	3
Blue Shield Trio HMO	946.84	451	1	1	1,893.68	451	2	2	2,461.78	451	3	3
Kaiser Permanente	1,021.41	533	1	1	2,042.82	533	2	2	2,655.67	533	3	3
Peace Officers Research Assoc of CA	931.00	592	1	1	2,117.00	592	2	2	2,651.00	592	3	3
PERS Gold	914.82	613	1	1	1,829.64	613	2	2	2,378.53	613	3	3
PERS Platinum	1,314.27	601	1	1	2,628.54	601	2	2	3,417.10	601	3	3
UnitedHealthcare SignatureValue Alliance	1,091.13	576	1	1	2,182.26	576	2	2	2,836.94	576	3	3
UnitedHealthcare SignatureValue Harmony	937.39	495	1	1	1,874.78	495	2	2	2,437.21	495	3	3
Western Health Advantage HMO	807.23	591	1	1	1,614.46	591	2	2	2,098.80	591	3	3

Dental and Vision

The District participates in the Delta Dental HMO and EyeMed Vision Plans.

Per pay period contribution.

Employee Rate/Pay Period	
Dental - Basic	\$ 4.40
Vision - Basic	\$ 0.46
Dental Buyup*	\$ 16.40
Vision Buyup*	\$ 5.28

**Buy-up offers more coverage for the employee*

Retirement

The District participates in the California Public Employees Retirement System (CalPERS).

District employees who are “Classic” members of CalPERS are eligible for the following CalPERS benefits:

1. The miscellaneous retirement formula is 2.5% @ 55.
2. Employees are eligible to purchase CalPERS service credit for prior military, Peace Corps and AmeriCorps service.
3. The retirement calculation is based on the monthly average of the highest 12 consecutive months of compensation.
4. 50 % of unused sick leave may be converted to CalPERS service credit.
5. The Pre-Retirement Option 2W Death Benefit is available to the surviving spouse of a retirement-eligible employee.

District employees who are” New” members of CalPERS are eligible for the following CalPERS benefits:

1. The miscellaneous retirement formula is 2% @ 62.
2. Employees are eligible to purchase CalPERS service credit for prior military, Peace Corps and AmeriCorps service.
3. The retirement calculation is based on the monthly average of the highest thirty-six consecutive months of compensation.
4. 50 % of unused sick leave may be converted to CalPERS service credit.
5. The Pre-Retirement Option 2W Death Benefit is available to the surviving spouse of a retirement-eligible employee.

Rates listed below are subject to change annually based on CalPERS calculations:

FY 24-25	Employer	Employee
Classic	14%	8%
New Member	8%	8%

Other Post-Employment Benefits

The District participates in the CalPERS retiree health plan. Currently, employees do not contribute towards the plan.

Social Security and Medicare

The District does not participate in Social Security. The District is required to participate in Medicare. Medicare is 1.45% of wages.

State Disability Insurance

The District participates in the California State Disability Insurance (SDI) program. Employees will contribute 1.1% of their taxable wages towards SDI in 2024. This contribution is subject to the minimum amount as outlined by California state law.

Holidays

The District provides 15.5 days per year (twelve District-observed and three and half floating holidays), accrued on a fiscal-year basis (July through June) and pro-rated for the first year of employment based on hire date.

12 Paid Holidays

July 4 – Independence Day
Labor Day
Veterans’ Day
Thanksgiving Day
Friday following Thanksgiving Day
Christmas Day
New Years’ Day
Martin Luther King Day
Presidents’ Day
Cesar Chavez Day
Memorial Day
Juneteenth National Independence Day
28 hours of floating holidays per fiscal year

Sick Leave Accrual

The District provides 3.7 hours of sick leave accrual per pay period.

Vacation Accrual

The District provides vacation accruals based on your years of service as outlined below.

	Hours Earned per Pay Period	Maximum Hours Earned per Year
Initial hire date:	3.08	80
After 3 years (78 pay periods)	4.62	120
After 11 years (286 pay periods)	4.93	128
After 12 years (312 pay periods)	5.24	136
After 13 years (338 pay periods)	5.54	144
After 14 years (364 pay periods)	5.85	152
After 15 years (390 pay periods)	6.15	160
After 16 years (416 pay periods)	6.47	168
After 17 years (442 pay periods)	6.77	176
After 18 years (468 pay periods)	7.08	184

Administrative Leave for Management Positions

The Executive Director, Director of Finance & Administration, Director of Transit Operations and the Director of Planning receives 40 hours of Administrative Leave per Fiscal Year.

Optional Benefits:

The District offers the following voluntary programs for employees:

- CalPERS 457 enrollment
- Dependent Care and Flexible Spending Account through a Third-Party Administrator
- Life insurance - \$50,000 face value

Miscellaneous Benefits

1. Tuition Reimbursement - The District may be able to provide financial assistance for training and/or educational courses designed to enhance an employee's job performance. Requests for Tuition Assistance and course approval must be done prior to enrolling in the selected course(s). Final approval for qualified course(s) and related fees is granted by the Executive Director.
2. Bilingual Pay - For those whose regular duties involve oral or written translation, the District offers additional compensation for Conversational Bilingual skills of \$.55 per hour or Advanced Bilingual skills (translation of technical documents and concepts) of \$.70 per hour.
3. Telecommuting – With the approval of the Executive Director, telecommuting may be available as an option up to 2 days per week.