



County of Yuba
2023 BENEFITS SUMMARY

Deputy Sheriff's Association (DSA)
(BU #6)

TYPE OF BENEFIT	DESCRIPTION OF BENEFIT												
CalPERS Retirement Formula	Safety Classifications: Classic: 2% @ 50 New: 2.7% @ 57 Misc. Classifications: Classic: 2% @ 55 New: 2% @ 62												
CalPERS Employee Contribution Rate (FY 23/24)	Safety Classifications: Classic: 12.000% New: 13.000% Misc. Classifications: Classic: 8.000% New: 7.750%												
CalPERS Yuba County Contribution Rate (FY 23/24)	Safety Classifications: Classic: 38.650% New: 41.650% Misc. Classifications: Classic: 29.610% New: 30.610%												
Social Security	Yuba County does not participate in the Social Security Program												
Medicare	Yuba County does participate in the Medicare Program. Current EE & ER share is 1.45%												
State Disability Program (SDI)	SDI provides benefits to employees who are unable to work due to non-work-related illness or injury. The current SDI withholding rate is 0.9% with a maximum of \$1,378.48 on wages up to \$153,164 (per calendar year) for 2023. This % is deducted on gross wages and can change annually in accordance with law. Persons covered by SDI are also automatically covered by Paid Family Leave (PFL).												
Health, Dental, Vision Insurance	<p>The County pays a flat rate toward the plan for premium for health insurance. In 2023, the County provides the following contributions for Health Insurance Premiums: up to \$960 for Employee Only; up to \$1,512 for 2-Party; and \$1,959 for Family Coverage.</p> <p>- Future County contributions will adjust the previous calendar year up to the dollar amount by the 12-month percentage change in the medical care component of the Consumer Price Index in urban areas for May and rounded to the nearest dollar.</p> <p>- The County pays 100% of the basic Dental/Vision plan premium for employees only or 80% for employee and his/her eligible dependent(s).</p> <p>-The following chart details the 2023 County and employee Health/Dental/Vision combined contribution rates for the lowest cost health plan (PERS GOLD - Region 1), vision plan and the dental base plan:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: yellow;"> <th style="text-align: left;">Plan Type:</th> <th style="text-align: right;">Yuba County Monthly Contribution:</th> <th style="text-align: right;">Employee Monthly Contribution:</th> </tr> </thead> <tbody> <tr> <td>EE Only</td> <td style="text-align: right;">\$890.15</td> <td style="text-align: right;">\$0.00</td> </tr> <tr> <td>EE + 1</td> <td style="text-align: right;">\$1,585.71</td> <td style="text-align: right;">\$174.10</td> </tr> <tr> <td>EE + 2 or More</td> <td style="text-align: right;">\$2,079.17</td> <td style="text-align: right;">\$235.71</td> </tr> </tbody> </table>	Plan Type:	Yuba County Monthly Contribution:	Employee Monthly Contribution:	EE Only	\$890.15	\$0.00	EE + 1	\$1,585.71	\$174.10	EE + 2 or More	\$2,079.17	\$235.71
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Medical Plans	Yuba County offers several medical plan options (HMO and PPO plans available) through CalPERS. Specific plans are based on eligibility.												
Dental Plans	Yuba County offers a base PPO plan and a buy-up dental plan with orthodontic coverage through Delta Dental.												
Vision Plan	Yuba County offers a vision plan through EyeMed.												
Health Waiver (Opt-out)	Employees electing to Opt Out of the County provided health/dental/vision coverage will receive \$250.00 per month in Lieu Premium Savings with proof of other non Cover California coverage.												
Life Insurance	County provides \$50,000 life insurance for employees represented by this unit. Employees may purchase dependent coverage.												
Employee Assistance Program	Employees have a confidential counseling program available for up to 5 sessions per incident per policy year.												
Deferred Compensation 457(b) Plan	The County offers one voluntary deferred comp. retirement system plan: Nationwide 457.												
Employer Contribution to Deferred Compensation 401(a) Plan	<p>The County will provide the following deferred compensation plan match to all represented DSA employees with open 457 deferred compensation accounts:</p> <ul style="list-style-type: none"> • Beginning with the pay period following completion of 2 years of service, the County will match up to \$35/mo or if a biweekly pay cycle \$16.15 per pay period (26x/year) • Beginning with the pay period following completion of 5 years of service, the County will match up to \$85/mo or if a biweekly pay cycle \$39.23 per pay period (26x/year) • Beginning with the pay period following completion of 10 years of service, the County will match up to \$170/mo or if a biweekly pay cycle \$78.46 per pay period (26x/year) 												
Retirement Health Savings Account	<p>The County provides employees a MissionSquare retiree health savings account (a health reimbursement arrangement as described in IRS Notice 2002-45). Employees may withdraw benefits from the plan upon separation from employment per the requirements of the plan:</p> <ul style="list-style-type: none"> • The County contributes fifty dollars (\$50.00) per month into the employees MissionSquare retiree health savings account. The County pays the administrative fees as charged by the plan. • Employees contribute fifty dollars (\$50.00) per month into the employees MissionSquare retiree health savings account. 												
Sick Leave	Employees can accrue 8 hours every payroll period, up to 12 days per year. Employees hired prior to 9/1/77 accrue 10 hours per month.												

Vacation	12 days per year (96 hours). New employees are eligible to use 48 hours vacation after 6 months of employment and receipt of a satisfactory performance evaluation. Upon passing probation, an employee shall be credited with the 48 hours vacation. Maximum vacation accrual hard cap at 384 hours. Public Safety Dispatcher and Deputy Sheriff Trainee/Deputy Sheriff classifications: Will be able to request advance use of their 48 hours of vacation leave within the first 6 months of service (upon approval by the Sheriff or designee)	
Special Provisions	Sheriff's Department employees who use zero (0) hours of sick leave in a calendar year shall receive 1 additional vacation day.	
Vacation Accrual Rate	40 Hour Employees	Monthly Accrual Rate
	Through completion of 5 years	8 Hours
	More than 5 - Through completion of 10 years	10.75 Hours
	More than 10 - Through completion of 15 years	12 Hours
	More than 15 - Through completion of 20 years	13.5 Hours
	More than 20 years completed	16 Hours
Holidays	Holiday In-Lieu: All DSA Employees receive 7% of base hourly rate in-lieu of any holiday pay.	
Compensatory Time	150 hour maximum accumulation.	
Bilingual Pay	Employee must be State certified or pass a County qualifying language test. \$125.00 per month bilingual pay incentive, based on the County's needs.	
Educational/P.O.S.T. Incentive Program	Employees are eligible for incentive pay with a degree in a non-specific area as follows: Associate's Degree: \$135 monthly Bachelor's Degree: \$270 monthly. Employees with an Intermediate P.O.S.T. Certificate receive \$75.00 per month Employees with an Advanced P.O.S.T. Certificate receive \$125.00 per month Education and POST Incentive are stackable (one per category)	
Specialty Pay	Trainers Monthly Premium Compensation Pay: JTO Corrections: \$260 FTO Patrol: \$260 Public Safety Dispatcher (Trainer) \$260 Community Services Training Officer (CTSO) \$1.50 per hour Classification Pay (Jail Classification Officers) \$260 Officers in Charge (OIC) \$1.50 per hour Detective Unit - Deputy Sheriff / Community Services Officer: The monthly premium compensation will be \$260 for each month an employee is assigned to this unit. SWAT Pay - \$85 each month	
Yuba County Hill Beat Branch Assignment Premium Pay	A Deputy assigned to the Yuba County hill area shall receive \$250 monthly.	
Resident Hill Deputy Premium Pay (must reside in Yuba County hill area and be assigned to the Yuba County Hill Beat)	A Deputy assigned to the Yuba County hill area and resides there shall receive \$250 monthly.	
Uniform Allowance	The County will provide the first set of uniforms for any employee required to wear uniforms in the Sheriff's Department. Sheriff's Department personnel required to wear uniforms will receive an annual uniform allowance as follows: Sworn \$75 per month Non-Sworn \$55 per month.	
Union Affiliation	Employees electing to enroll must see their Union Representative.	
COLA's	All DSA Represented Classifications - Eff: 7/1/2023 - Between 1.5% - 2.5% (based on CPI), Eff: 7/1/2024 - Between 1.5% - 2.5% (based on CPI)	
Equity Adjustments	Deputy Sheriff / Deputy Sheriff Trainee - Eff: 7/1/2023 - 2%, DA Investigator - Eff: 7/1/2023 - 3%; Deputy Sheriff / Deputy Sheriff Trainee - Eff: 7/1/2024 - 2%; DA Investigator - Eff: 7/1/2024 - 3%	