



County of Yuba
2023 BENEFITS SUMMARY

Law Enforcement Management Supervisory Association (MSA)
(BU #7)

TYPE OF BENEFIT	DESCRIPTION OF BENEFIT												
CalPERS Retirement Formula	Safety Classifications: Classic: 2% @ 50 New: 2.7% @ 57 Miscellaneous 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% Miscellaneous 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)	Employees in the MSA have elected NOT to pay into SDI.												
Disability Insurance	Optional plans may be available through MSA Membership.												
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"> <thead> <tr> <th>Plan Type:</th> <th>Yuba County Monthly Contribution:</th> <th>Employee Monthly Contribution:</th> </tr> </thead> <tbody> <tr> <td>EE Only</td> <td>\$890.15</td> <td>\$0.00</td> </tr> <tr> <td>EE + 1</td> <td>\$1,585.71</td> <td>\$174.10</td> </tr> <tr> <td>EE + 2 or More</td> <td>\$2,079.17</td> <td>\$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
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											
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 in this unit. Employees may purchase supplemental life insurance for themselves & dependents.												
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 MSA 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.												
Special Provisions	Employees who use zero (0) hours of sick leave in a calendar year shall receive 1 additional vacation day.												
Vacation	12 days per year (96 hours). New hires earn 8 hours each month. Maximum vacation accrual hard cap at 384 hours.												

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	12 paid holidays per year. See annual holiday schedule.		
Floating Holidays	Employees receive 16 hours each calendar year.		
Compensatory Time	100 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	<p>Employees are eligible for incentive pay with a degree in a non-specific area as follows:</p> <p>Associate's Degree: \$120.00 - \$165.00 per month depending on classification</p> <p>Bachelor's Degree: \$240.00 - \$330.00 per month depending on classification</p> <p>Employees with an Intermediate P.O.S.T. Certificate receive \$75.00 per month</p> <p>Employees with an Advanced P.O.S.T. Certificate receive \$125.00 per month</p> <p><i>For complete details and specific rates by classification, refer to section 14.01 of the MSA contract.</i></p>		
Uniform Allowance	The County will provide the first set of uniforms for any employee required to wear uniforms in the Sheriff's Department. Employees required to wear uniforms shall receive a uniform allowance of \$75.00 per month in arrears.		
Union Affiliation	Employees electing to enroll must see their union representative.		
Yuba County Hill Beat Branch Assignment Premium Pay	A Sergeant assigned to the Yuba County hill area shall receive \$300 monthly.		
Resident Hill Sergeant Premium Pay (must reside in Yuba County hill area and be assigned to the Yuba County Hill Beat)	A Sergeant assigned to the Yuba County hill area and resides there shall receive \$300 monthly.		
Shift Differentials	The County will provide an additional \$1.50 per hour worked when working the graveyard shift.		
*Sheriff Lieutenant - Operations Classification	<p>Management Leave: 64 hours per Fiscal Year</p> <p>FLSA Status: Exempt</p>		
Salary Adjustments	All MSA 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	Sheriff's Sergeant Operations - Eff: 7/1/2023 - 3%, Sheriff's Lieutenant Operations - Eff: 7/1/2023 - 2%; Sheriff's Sergeant Operations - Eff: 7/1/2024 - 3%, Sheriff's Lieutenant Operations - Eff: 7/1/2024 - 2%		