



County of Yuba  
2023 BENEFITS SUMMARY

**Non-Represented Management**  
(BU #8)

TYPE OF BENEFIT	DESCRIPTION OF BENEFIT												
CalPERS Retirement Formula	<b>Safety Classifications:</b> Classic: 2% @ 50 New: 2.7% @ 57 Misc. Classifications: Classic: 2% @ 55 New: 2% @ 62												
CalPERS Employee Contribution Rate (FY 23/24)	<b>Safety Classifications:</b> Classic: 12.000% New: 13.000% Misc. Classifications: Classic: 9.000% New: 9.750%												
CalPERS Yuba County Contribution Rate (FY 23/24)	<b>Safety Classifications:</b> Classic: 38.650% New: 41.650% Misc. Classifications: Classic: 28.610% New: 28.610%												
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 this group do NOT participate in SDI.												
Disability Insurance	The County provides a self-funded disability insurance in-lieu of SDI. Disability rates are paid at 75% of salary up to the current maximum weekly rate established by the State SDI program for up to a maximum of 90 days while on leave for a limited or total disability. The employee withholding rate is 1.00% of taxable wages with a maximum of \$1,378.48 on wages up to \$153,164 /annually for the 2023 year. Rates follow State SDI withholdings and are established every calendar year. The 1.00% contribution funds a fully insured LTD policy.												
Health, Dental, Vision Insurance	<p><b>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.</b></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	The County provides a \$50,000 life insurance policy to employees in this unit. An additional \$50,000 in coverage is funded by the employee's contribution to the STD program. A total of \$100,000 in coverage. Employees may purchase supplemental coverage for themselves and 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 Plan	<p>The County will provide the following deferred compensation plan match to <b>Unrepresented Safety Management employees within the Sheriff's Department and the Probation Department</b> with open 457 deferred compensation accounts:</p> <ul style="list-style-type: none"> <li>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)</li> <li>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)</li> <li>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)</li> </ul>												
Sick Leave	Employees can accrue 8 hours every payroll period, up to 12 days per year.												

<b>Vacation</b>	12 days per year (96 hours). New hires earn 8 hours each month. Maximum vacation accrual hard cap at 384 hours.	
<b>Vacation Accrual Rate</b>	<b>40 Hour Employees</b>	<b>Monthly Accrual Rate</b>
	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
<b>Holidays</b>	12 paid holidays per year. See annual holiday schedule.	
<b>Floating Holidays</b>	Employees receive 16 hours each calendar year.	
<b>Management Leave</b>	Employees receive 56 hours of management leave annually. This leave is pro-rated based on start date and must be utilized by the end of the fiscal year.	
<b>Management Annual Allowance</b>	Non-Rep Miscellaneous Management & Non-Rep Safety Management Department Heads, Assistants and Deputy Department Heads will receive an annual allowance of \$500 and Mid Managers will receive \$400 annually (Paid on November paycheck).	
<b>Educational/P.O.S.T. Incentive Program</b>	<p>Non-Rep Safety Management Employees within the Sheriff's Department receive incentive pay based on classification title:</p> <p>Sheriff's Captain: AA \$185.00 or BA \$365.00 / Undersheriff: AA \$235.00 or BA \$470 per month <b>(OR)</b></p> <p>Employees with an Intermediate P.O.S.T. Certificate receive \$75.00 per mo.</p> <p>Employees with an Advanced P.O.S.T. Certificate receive \$125.00 per mo.</p> <p>After current incumbents vacate, the educational incentive thereafter will be AA \$165 or BA \$330 per month.</p>	
<b>Uniform Allowance</b>	The County will provide the first set of uniforms for any employee required to wear uniforms in the Sheriff's Department. Sworn Employees required to wear uniforms shall receive a uniform allowance of \$75.00 per month in arrears.	
<b>COLA</b>	<b>All Misc. Management Classifications - Eff: 7/1/2023 - Between 1.5% - 2.5% (based on CPI)</b>	
<b>COLA</b>	<b>All Non-Represented Safety Management Classifications within the Sheriff's Dept. - Eff: 7/1/2023 - Between 1.5% - 2.5% (based on CPI), Eff: 7/1/2024 - Between 1.5% - 2.5% (based on CPI)</b>	
<b>Market Adjustment</b>	<b>Deputy County Counsel I II III aligns with Deputy District Attorney I II III Base Rates as it relates to market and COLA's - Eff: 7/1/2023 - Between 1.5% - 2.5% (based on CPI)</b>	