



County of Yuba 2023 BENEFITS SUMMARY

Confidential Unit (BU #11)

| TYPE OF BENEFIT | DESCRIPTION OF BENEFIT | | | | | | | | | | | | |
|--|--|--------------------------------|-----------------------------------|--------------------------------|---------|----------|--------|--------|------------|----------|----------------|------------|----------|
| CalPERS Retirement Formula | Classic : 2% @ 55 New: 2% @ 62 | | | | | | | | | | | | |
| CalPERS Employee Contribution Rate (FY 22/23) | Classic: 9.000% New: 9.000% | | | | | | | | | | | | |
| CalPERS Yuba County Contribution Rate (FY 22/23) | 28.930% | | | | | | | | | | | | |
| 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>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 |
| 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 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. | | | | | | | | | | | | |
| Sick Leave | Employees can accrue 8 hours every payroll period, up to 12 days per year. | | | | | | | | | | | | |
| 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 | 80 hour maximum accumulation. Must be used in 1/4 hour increments. | |
| Confidential Pay | Employees in Bargaining Unit 11 earn \$250 a month in Confidential Pay. | |
| 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. | |
| Department Incentives | Please refer to the appropriate policies for the following incentives: Human Resources Department: Education Incentive Policy | |
| COLA | All Confidential Classifications - Eff: 7/1/2023 - Between 1.5% - 2.5% (based on CPI) | |