



County of Yuba 2023 BENEFITS SUMMARY

Non-Represented Management (BU #8)

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 22/23)	Safety Classifications: Classic: 12.000% New: 12.250% Misc. Classifications: Classic: 9.000% New: 9.000%												
CalPERS Yuba County Contribution Rate (FY 22/23)	Safety Classifications: Classic: 40.640% New: 43.640% Misc. Classifications: Classic: 28.930% New: 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
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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	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 Unrepresented Safety Management employees within the Sheriff's Department and the Probation Department 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) 												
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.	
Management Leave	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.	
Management Annual Allowance	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).	
Educational/P.O.S.T. Incentive Program	Non-Rep Safety Management Employees within the Sheriff's Department receive incentive pay based on classification title: Sheriff's Captain: AA \$185.00 or BA \$365.00 / Undersheriff: AA \$235.00 or BA \$470 per month (OR) Employees with an Intermediate P.O.S.T. Certificate receive \$75.00 per mo. Employees with an Advanced P.O.S.T. Certificate receive \$125.00 per mo. After current incumbents vacate, the educational incentive thereafter will be AA \$165 or BA \$330 per month.	
Uniform Allowance	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.	
COLA	All Misc. Management Classifications - Eff: 7/1/2023 - Between 1.5% - 2.5% (based on CPI)	
COLA	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)	
Market Adjustment	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)	