



County of Yuba
2023 BENEFITS SUMMARY

Probation Peace Officer Association (PPOA)
(BU #16 & 17)

TYPE OF BENEFIT	DESCRIPTION OF BENEFIT												
CalPERS Retirement Formula	Safety Classifications: Classic: 2% @ 50 New: 2.7% @ 57												
CalPERS Employee Contribution Rate (FY 22/23)	Safety Classifications: Classic: 12.000% New: 12.250%												
CalPERS Yuba County Contribution Rate (FY 22/23)	Classic: 40.640% New: 43.640%												
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"> <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 YCPPOA 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) 												
Sick Leave	Employees can accrue 8 hours every payroll period, up to 12 days per year.												
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 an additional 48 hours vacation. 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.		
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.		
Compensatory Time	120 hour maximum accumulation. Must be used in 1/4 hour increments.		
Educational Incentive	All employees within the Juvenile Corrections Officer Series shall be eligible for the Education Incentive Program. Degree non-specific to qualify: Associate's Degree: \$135 per month Bachelor's Degree: \$270 per month		
Standby	Deputy Probation Officers will receive the following while on standby: Weeknights: \$20 per night Saturday, Sunday, or holidays: \$30 per night		
Special Assignment Compensation	Employees in the classification of Juvenile Corrections Officer I/II who are appointed by the Appointing Authority as Officer in Charge (OIC) will receive an hourly premium compensation while performing OIC duties. The compensation will be an additional \$1.50 per hour for all hours work as an OIC.		
Union Affiliation	Employees electing to enroll must see their union representative.		
COLA	All PPOA 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 Adjustment	Juvenile Corrections Officer I Classification - Eff: 7/1/2024 - 2% of base salary, Juvenile Corrections Officer II Classification - Eff: 7/1/2024 - 3% of base salary, Supervising Juvenile Corrections Officer - Eff: 7/1/2024 - 3% of base salary		