



County of Yuba
2021 BENEFITS SUMMARY

Deputy Sheriff's Association (DSA)
(BU #6)

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 21/22)	Safety Classifications: Classic: 12.000% New: 11.750% Misc. Classifications: Classic: 8.000% New: 7.000%												
CalPERS Yuba County Contribution Rate (FY 21/22)	Safety Classifications: Classic: 39.830% New: 42.830% Misc. Classifications: Classic: 28.930% New: 29.930%												
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 the DSA have elected NOT to pay into SDI.												
Disability Insurance	Optional plans may be available through DSA Membership.												
Health, Dental, Vision Insurance	<p>Yuba County offers health plan coverage as a packaged benefit. Dental and Vision insurance cannot be obtained independently.</p> <p>- The County pays 90 % of the basic Health plan premium for employee only or 70% for eligible employee and dependent(s).</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 2021 County and employee Health/Dental/Vision combined contribution rates for the lowest cost plan only (PERS Select-Region 1):</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>\$589.03</td> <td>\$0.00</td> </tr> <tr> <td>EE + 1</td> <td>\$1,157.06</td> <td>\$0.00</td> </tr> <tr> <td>EE + 2 or More</td> <td>\$1,497.88</td> <td>\$0.00</td> </tr> </tbody> </table>	Plan Type:	Yuba County Monthly Contribution:	Employee Monthly Contribution:	EE Only	\$589.03	\$0.00	EE + 1	\$1,157.06	\$0.00	EE + 2 or More	\$1,497.88	\$0.00
Plan Type:	Yuba County Monthly Contribution:	Employee Monthly Contribution:											
EE Only	\$589.03	\$0.00											
EE + 1	\$1,157.06	\$0.00											
EE + 2 or More	\$1,497.88	\$0.00											
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 Medical Eye Services (MES).												
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 represented by this unit. Employees may purchase dependent coverage.												
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	Effective 07/01/2020, the County will provide the following deferred compensation plan match to all represented DSA employees with open 457 deferred compensation accounts: <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. Employees hired prior to 9/1/77 accrue 10 hours per month.												
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 the 48 hours vacation. Maximum vacation accrual hard cap at 384 hours. Public Safety Dispatcher and Deputy Sheriff Trainee/Deputy Sheriff classifications: Will be able to request advance use of their 48 hours of vacation leave within the first 6 months of service (upon approval by the Sheriff or designee)												
Special Provisions	Sheriff's Department employees who use zero (0) hours of sick leave in a calendar year shall receive 1 additional vacation day.												

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	150 hour maximum accumulation.		
Bilingual Pay	Employee must be State certified or pass a County qualifying language test. \$100.00 per month bilingual pay incentive, based on the County's needs.		
Educational/P.O.S.T. Incentive Program	Employees within a specified area currently receive an incentive pay as follows: Associate's Degree: \$135 monthly Bachelor's Degree: \$270 monthly. Employees with an Intermediate P.O.S.T. Certificate receive \$75.00 per month Employees with an Advanced P.O.S.T. Certificate receive \$125.00 per month		
Specialty Pay	<p>Trainers Monthly Premium Compensation Pay: JTO Corrections: \$250 FTO Patrol: \$250 Public Safety Dispatcher (Trainer) \$250 Community Services Training Officer (CTSO) \$1.45 per hour Classification Pay (Jail Classification Officers) \$250 Officers in Charge (OIC) \$1.45 per hour</p> <p>Detective Unit - Deputy Sheriff / Community Services Officer: The monthly premium compensation will be \$250 for each month an employee is assigned to this unit. Canine Unit: Employees who are assigned to the Canine Unit will be paid at the rate of \$15.00 per hour.</p>		
Resident Hill Premium Compensation	A Deputy assigned to the Yuba County hill area shall receive \$500 monthly.		
Shift Differential	The County will provide an additional \$5 to \$8 per swing or graveyard shift respectively.		
Uniform Allowance	The County will provide the first set of uniforms for any employee required to wear uniforms in the Sheriff's Department. Sheriff's Department personnel required to wear uniforms will receive an annual uniform allowance as follows: Sworn \$75 per month Non-Sworn \$55 per month.		
Union Affiliation	Employees electing to enroll must see their Union Representative.		