



County of Yuba
2021 BENEFITS SUMMARY

Management Safety Association (MSA)
(BU #7)

TYPE OF BENEFIT	DESCRIPTION OF BENEFIT												
CalPERS Retirement Formula	Safety Classifications: Classic: 2% @ 50 New: 2.7% @ 57 Miscellaneous Classifications: Classic: 2% @ 55 New: 2% @ 62												
CalPERS Employee Contribution Rate (FY 21/22)	Safety Classifications: Classic: 12.000% New: 11.75% Misc. Classifications: Classic: 8.000% New: 7.000%												
CalPERS Yuba County Contribution Rate (FY 21/22)	Safety Classifications: Classic: 39.830% New: 42.830% Miscellaneous 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 MSA have elected NOT to pay into SDI.												
Disability Insurance	Optional plans may be available through MSA 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 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.												
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 MSA 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) 												
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.												
Special Provisions	Employs who use zero (0) hours of sick leave in a calendar year shall receive 1 additional vacation day.												
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.												

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	100 hour maximum accumulation.		
Bilingual Pay	Employee must be State certified or pass a County qualifying language test. \$70.00 per month bilingual pay incentive, based on the County's needs.		
Educational/P.O.S.T. Incentive Program	Employees within specified areas are eligible for incentive pay as follows: Associate's Degree: \$120.00 - \$165.00 per month depending on classification Bachelor's Degree: \$240.00 - \$330.00 per month depending on classification 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 <i>For complete details and specific rates by classification, refer to section 19.05 of the MSA contract.</i>		
Uniform Allowance	The County will provide the first set of uniforms for any employee required to wear uniforms in the Sheriff's Department. Employees required to wear uniforms shall receive a uniform allowance of \$73.33 per month in arrears.		
Union Affiliation	Employees electing to enroll must see their union representative.		
Resident Hill Premium Compensation (must reside in Yuba County hill area)	Sheriff's Sergeant assigned to the hill area shall receive \$600 monthly.		
Specialty Assignment & Trainer pay	Jail Training Officer (JTO) will receive a premium compensation equal to \$240 monthly. Field Training Officer (FTO) will receive a premium compensation equal to \$270 monthly. Detective Unit (Sergeant) \$280 increased salary for each month an employee is assign this specialty assignment. Detective Unit (Lieutenant) \$340 increased salary for each month an employee is assign this specialty assignment. Classification (Sergeant) \$250 increased salary for each month an employee is assign this specialty assignment. SWAT (Sergeant) - \$85 per month SWAT (Lieutenant) - \$100 per month		
Shift Differentials	The County will provide an additional \$5 to \$10 per swing or graveyard shift respectively.		
*Sheriff Lieutenant - Operations Classification	Management Leave: 64 hours per Fiscal Year FLSA Status: Exempt		