### Type of Benefit

<table>
<thead>
<tr>
<th>TYPE OF BENEFIT</th>
<th>DESCRIPTION OF BENEFIT</th>
</tr>
</thead>
</table>
| **CalPERS Retirement Formula** | Safety Classifications: Classic: 2% @ 50 New: 2.7% @ 57  
Clasifications: Classic: 2% @ 55 New: 2% @ 62 |
| **CalPERS Employee Contribution Rate (FY 20/21)** | Safety Classifications: Classic: 12.000% New: 11.750%  
Misc. Classifications: Classic: 9.000% New: 9.000% |
| **CalPERS Yuba County Contribution Rate (FY 20/21)** | Safety Classifications: Classic: 34.253% New: 39.253%  
Misc. Classifications: Classic: 25.460% New: 25.460% |
| **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 is payable up to the current maximum weekly rate established by the State SDI program. The employee withholding rate is maximum of $1,229.09/annually for the 2020 year. Rates follow State SDI withholding every calendar year. The 1% contribution funds a fully insured LTD policy. |
| **Health, Dental, Vision Insurance** | Yuba County offers health plan coverage as a packaged benefit. Dental and Vision obtained independently.  
- The County pays 90% of the basic Health plan premium for employee only or dependent(s).  
The County pays 100% of the basic Dental/Vision plan premium for employees and their eligible dependents.  
The following chart details the 2020 County and employee Health/Dental/Vision for the lowest cost plan only (PERS Select-Region 1): |
| Plan Type:  
EE Only | $548.78  
EE + 1 | $1,070.48  
EE + 2 or More | $1,383.49  
Medical Plans | Yuba County offers several medical plan options (HMO and PPO plans available) based on eligibility. |
| Dental Plans | Yuba County offers a base PPO plan and a buy-up dental plan with orthodontic coverage. |
| 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 c per month in lieu of 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. A coverage is funded by the employee’s contribution to the STD program. A total amount of $100,000 in coverage is available. |
| Employee Assistance Program | Employees have a confidential counseling program available for up to 5 sessions. |
| Deferred Compensation | The County offers 2 voluntary deferred comp. retirement system plan options: CDCP, 457. |
| **Employer Contribution to Deferred Compensation Plan** | Effective 07/01/2020, the County will provide the following deferred compensation options to Covered Employees within the Sheriff’s Department:  
- Beginning with the pay period following completion of 2 years of service, the $35/mo or if a biweekly pay cycle $16.15 per pay period (26x/year)  
- Beginning with the pay period following completion of 3 years of service, the $55/mo or if a biweekly pay cycle $23.23 per pay period (26x/year)  
- Beginning with the pay period following completion of 10 years of service, the $170/mo or if a biweekly pay cycle $78.46 per pay period (26x/year) |
<p>| Sick Leave | Employees can accrue 8 hours every payroll period, up to 12 days per year. |</p>
<table>
<thead>
<tr>
<th>Vacation</th>
<th>12 days per year (96 hours). New hires earn 8 hours each month. Maximum vac hours.</th>
</tr>
</thead>
</table>
Vacation Accrual Rate

<table>
<thead>
<tr>
<th>40 Hour Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Through completion of 5 years</td>
</tr>
<tr>
<td>More than 5 - Through completion of 10 years</td>
</tr>
<tr>
<td>More than 10 - Through completion of 15 years</td>
</tr>
<tr>
<td>More than 15 - Through completion of 20 years</td>
</tr>
<tr>
<td>More than 20 years completed</td>
</tr>
</tbody>
</table>

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 by the end of the fiscal year.

Management Annual Allowance
Non-Rep Miscellaneous Management & Non-Rep Safety Management Department Heads will receive an annual allowance of $500 and Mid-Managers annually (Paid on November paycheck).

Educational/P.O.S.T. Incentive Program
Non-Rep Safety Management Employees within the Sheriff's Department receive:
Sheriff's Captain: AA $185.00 or BA $365.00 / Undersheriff: AA $235.00 or BA $470
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.
After current incumbents vacate, the educational incentive thereafter will be...

Uniform Allowance
The County will provide the first set of uniforms for any employee required to wear uniforms.

Salary Adjustments / COLA's
Unrepresented Management - Probation: Eff. 07/01/20 - 2.75%, Eff. 07/01/21 - 3.00%
Unrepresented Management - Sheriff: Eff. 07/01/20 - 2.75%, Eff. 01/01/21 - 2.00%

Effective 07/01/2020
The County offers 2 voluntary deferred comp. retirement system plan options: CalPERS-457 and Nationwide 457.

Employees can accrue 8 hours every payroll period, up to 12 days per year.

Effective 07/01/2020, the County will provide the following deferred compensation plan match to Unrepresented Safety Management employees within the Sheriff’s Department with open 457 deferred compensation accounts:

- 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)

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.

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 have a confidential counseling program available for up to 5 sessions per incident per policy year.

Yuba County offers several medical plan options (HMO and PPO plans available) through CalPERS. Specific plans are based on eligibility.

Yuba County offers a base PPO plan and a buy-up dental plan with orthodontic coverage through Delta Dental.

Yuba County offers a vision plan through Medical Eye Services (MES).

Employees in this group do NOT participate in SDI.

The County pays 90% of the basic Health plan premium for employee only or 70% for eligible employee and dependent(s). The County pays 100% of the basic Dental/Vision plan premium for employees only or 80% for employee and his/her eligible dependent(s).

The following chart details the 2020 County and employee Health/Dental/Vision combined contribution rates for the lowest cost plan only (PERS Select-Region 1):

<table>
<thead>
<tr>
<th>Monthly Contribution:</th>
<th>County</th>
<th>Employee</th>
</tr>
</thead>
<tbody>
<tr>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
</tr>
</tbody>
</table>

Vision insurance cannot be

70% for eligible employee and only or 80% for employee and dependent.

The combined contribution rates

<table>
<thead>
<tr>
<th>Monthly Contribution:</th>
<th>County</th>
<th>Employee</th>
</tr>
</thead>
<tbody>
<tr>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
</tr>
</tbody>
</table>

Effective 07/01/2020
12 days per year (96 hours). New hires earn 8 hours each month. Maximum vacation accrual hard cap at 384 hours.

Effective 07/01/2020
### Monthly Accrual Rate

<table>
<thead>
<tr>
<th>Hours</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>8</td>
<td>10.75%</td>
</tr>
<tr>
<td>10.75</td>
<td>12 Hours</td>
</tr>
<tr>
<td>13.5</td>
<td>13.5 Hours</td>
</tr>
<tr>
<td>16</td>
<td>16 Hours</td>
</tr>
</tbody>
</table>

Non-Represented Management - Sheriff: Effective 07/01/20 - 2.75%; 01/01/21 - 2.00%; 07/01/21 - 1.50%

Non-Represented Management - Probation: Effective 07/01/20 - 2.75%; 07/01/21 - 3.00%

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 per month
- Undersheriff: AA $235.00 or BA $470 per month

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.

After current incumbents vacate, the educational incentive thereafter will be AA $165 or BA $330 per month.

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 $73.33 per month in arrears.

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.

Non-Represented Miscellaneous Management & Non-Represented 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).

12 paid holidays per year. See annual holiday schedule.

Employees receive 16 hours each calendar year.