



County of Yuba  
2021 BENEFITS SUMMARY

**Yuba County Employees Association (YCEA)**  
(BU #1-5)

TYPE OF BENEFIT	DESCRIPTION OF BENEFIT												
CalPERS Retirement Formula	Miscellaneous Classic : 2% @ 55 Miscellaneous New: 2% @ 62												
CalPERS Employee Contribution Rate (FY 21/22)	Classic: 9.000% New: 9.000%												
CalPERS Yuba County Contribution Rate (FY 21/22)	27.930%												
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)	SDI provides benefits to employees who are unable to work due to non-work-related illness or injury. The current SDI withholding rate is 1.2% with a maximum of \$1,539.58 on wages up to \$153,958(per calendar year) for 2021. 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><b>Yuba County offers health plan coverage as a packaged benefit. Dental and Vision insurance cannot be obtained independently.</b></p> <p>- 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).</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
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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 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 Covered California coverage.												
Life Insurance	County provides \$50,000 life insurance for employees represented by 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.												
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	<table border="1"> <thead> <tr> <th>40 Hour Employees</th> <th>Monthly Accrual Rate</th> </tr> </thead> <tbody> <tr> <td>Through completion of 5 years</td> <td>8 Hours</td> </tr> <tr> <td>More than 5 - Through completion of 10 years</td> <td>10.75 Hours</td> </tr> <tr> <td>More than 10 - Through completion of 15 years</td> <td>12 Hours</td> </tr> <tr> <td>More than 15 - Through completion of 20 years</td> <td>13.5 Hours</td> </tr> <tr> <td>More than 20 years completed</td> <td>16 Hours</td> </tr> </tbody> </table>	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
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<b>Holidays</b>	12 paid holidays per year. See annual holiday schedule.
<b>Floating Holidays</b>	Employees receive 16 hours each calendar year.
<b>Compensatory Time</b>	80 hour maximum accumulation. Must be used in 1/4 hour increments.
<b>Bilingual Pay</b>	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.
<b>Uniform Allowance</b>	The County will provide the first set of uniforms for any employee required to wear uniforms in the Sheriff's Department and its Animal Care Services Division. - Sheriff's Department personnel required to wear uniforms will receive an annual uniform allowance in the amount of \$55 per month
<b>Protective Footwear Reimbursement</b>	Employees required by their Department to wear protective footwear in the performance of their job duties are eligible for a maximum reimbursement from the County of up to \$300 every two years. Reimbursement process information available through the department.
<b>Detention Services Premium</b>	\$1 per hour - Employees in the Building Maintenance Technician class series assigned to the Sheriff's Department shall receive Detention Services Premium Pay while performing duties at the County's Correctional Facilities.
<b>Cook Differential Pay</b>	\$175.00 per month for personnel appointed to the "Cook" classification assigned to the Sheriff's Department - County Jail.
<b>Department Incentives</b>	<p><b>Ag Department:</b>  <u>Accreditation of Certifying Officer (ACO):</u> Eligible non-exempt employees that qualify pursuant to the Ag Department's Incentive Program Policy shall to be paid incentive compensation in the amount of \$100 per month for possession of a valid ACO certification provided they are available to perform ACO duties.  <u>Class A and Class B Drivers License:</u> Eligible and designated employees of the Ag Department shall be paid incentive compensation in the amount of \$100 per month for possession of a valid Class A or B California Commercial Driver's License (CDL).</p> <p><b>Public Health Nursing Series:</b>  Non-exempt Public Health Nurse employees that qualify pursuant to the Public Health Nurse Retention Incentive Program Policy shall be paid annually:  Year 1 - \$1,000  Year 2 - \$1,500  Year 3 - \$2,000  Year 4 - \$2,500  Year 5 - \$3,000  The Public Health Nurses Retention Incentive Program will sunset five years from its commencement or no later than <b>December 31, 2022</b>.</p>
<b>Standby</b>	Employees on unrestricted standby, as defined by the FLSA, shall receive <b>\$30.00</b> per night for each night of the work week and <b>\$40.00</b> for normal scheduled days off and holidays spent on Standby time. For more details see Section 12.05 of the MLA.
<b>Union Affiliation</b>	Employees electing to enroll must see their Union Representative.