



County of Yuba
2021 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 21/22)	Safety Classifications: Classic: 12.000% New: 11.750%												
CalPERS Yuba County Contribution Rate (FY 21/22)	Classic: 39.830% New: 42.830%												
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>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
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EE + 1	\$1,157.06	\$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 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	Effective 07/01/2021, the County will provide the following deferred compensation plan match to all represented YCPPOA 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.												
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.	
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.	