BEFORE THE BOARD OF SUPERVISORS
OF THE COUNTY OF YUBA

RESOLUTION ADOPTING COMPENSATION AND BENEFITS SUMMARY FOR UNREPRESENTED SAFETY MANAGEMENT UNIT FOR THE TERM OF JULY 1, 2024 THROUGH JUNE 30, 2027, SUPERSEDING RESOLUTION NO. 2024-061	)))))))	RESOLUTION NO. 2026-61

WHEREAS, on July 9, 2024, the Board of Supervisors of the County of Yuba adopted Resolution No. 2024-061 establishing compensation and benefits for unrepresented safety management unit for the term of July 1, 2024 through June 30, 2027; and

WHEREAS, employees in the unrepresented safety management unit are not formally represented in matters of salaries and benefits, and the County establishes compensation and benefits for this unit through Board resolutions generally aligned with provisions of the Yuba County Probation Peace Officers' Association (PPOA) and the Yuba County Law Enforcement Management Supervisory Association (MSA) Memorandum of Understandings (MOUs); and

WHEREAS, on June 25, 2024, and July 9, 2024, the Board of Supervisors approved successor MOUs with PPOA and MSA, respectively, for the term of July 1, 2024 through June 30, 2027; and

WHEREAS, following a recent CalPERS audit, the County reviewed and clarified Longevity Pay language to more explicitly define eligibility and calculation methodology consistent with longstanding practice and CalPERS requirements, without changing compensation; and

WHEREAS, the County has conferred with CalPERS and incorporated Longevity Pay clarifications into the compensation and benefits summary, and affirms that applicable compensation and benefits practices, including Longevity Pay eligibility and calculation methodology, were administered consistent with longstanding practice during the CalPERS audit period of July 1, 2021 through December 31, 2024, and this Resolution is intended to clarify, document, and ratify those practices to address audit findings without changing compensation; and

WHEREAS, the County has also updated provisions to reflect a transition from a monthly to a bi-weekly payroll cycle, to be implemented beginning no earlier than September 2026, including prorated adjustments to specialty pays and deductions, with no impact on total compensation; and

WHEREAS, on March 24, 2026, the Board of Supervisors approved updates to the PPOA and MSA MOUs, following consultation with MSA and PPOA, reflecting the same modifications proposed for the unrepresented safety management unit; and

WHEREAS, the County desires to supersede Resolution No. 2024-061 to incorporate these updates while maintaining alignment with the PPOA and MSA MOUs.

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors of the County of Yuba, that:

- Resolution No. 2024-061 is hereby superseded;
- The compensation and benefits summary for the unrepresented safety management unit is adopted for the term of July 1, 2024 through June 30, 2027;
- Longevity Pay language is clarified to reflect eligibility and calculation methodology consistent with past practice and CalPERS requirements, without changing compensation;
- Provisions are modified to reflect a transition to a bi-weekly payroll cycle, to be implemented beginning no earlier than September 2026, including prorated adjustments to specialty pays and deductions, with no impact to total compensation; and
- This Resolution shall take effect upon adoption, with provisions applied as specified in the following sections of the Resolution.

SECTION 1: DEFINITIONS

1.1 Definitions

Effective September 1, 2026, "**Biweekly Pay**" means employees shall be paid biweekly (every other week) in direct proportion to established hourly rates multiplied by eighty (80) hours. Payday will be on the second Friday following the end of each pay period.

Effective September 1, 2026, "**Biweekly Pay Period**" or "**Pay Period**" consists of fourteen (14) consecutive calendar days.

"Management" means an employee who has significant budgeting, legal, personnel, or other managerial responsibilities consistent with the Employer-

Employee Relations Policy and the Fair Labor Standards Act (FLSA) and is assigned to Bargaining Unit 8.

“Safety” employee means a public agency employee who has contracted with the California Public Employees Retirement System (CalPERS) who are involved in law enforcement, fire suppression, the protection of public safety or who are employed in a position designated by law as local safety.

“**Range**” or “**Salary Range**” means the numerical designation assigned to a classification within the County salary matrix and establishes the Base Hourly Rate for a classification and its relationship among other classifications.

“**Salary Anniversary Date**” or “**SAD**” means the date on which an employee will receive their annual merit increase, normally the first day of the month following an employee’s Service Computation Date.

“**Service Computation Date**” or “**SCD**” means an employee’s most current hire date, adjusted for any prior service with the County as a regular employee, and for any Leave Without Pay.

SECTION 2: SALARIES

2.1 Classifications and Ranges

Effective July 1, 2024, employees will be placed at the specified ranges identified as follows:

Classification	Range
Chief DA Investigator	249
Chief Probation Officer	305
Deputy Chief Probation Officer	264
Probation Program Manager	224
Sheriff’s Captain	264
Undersheriff	294

Should the Board of Supervisors approve the creation of classifications not represented above or adjust salary ranges, the changes will be represented in the Classification System – Basic Salary / Hourly Schedule brought before the Board of Supervisors for their approval.

2.2 Salary Adjustments

Effective July 1, 2024, employees will be placed at the specified ranges identified in Section 2.1, Classifications and Ranges. This is inclusive of the three percent (3.0%) Cost of Living Adjustment (COLA).

Effective July 1, 2025, all ranges will receive a COLA with a minimum of one percent (1.0%) and a maximum of three and a half percent (3.5%) based on the 2025 April to April California Consumer Price Index for All Urban Consumers.

Effective July 1, 2026, all ranges will receive a COLA with a minimum of one percent (1.0%) and a maximum of three and a half percent (3.5%) based on the 2025 April to April California Consumer Price Index for All Urban Consumers.

2.3 Salary Surveys

Salary surveys include only the following comparable core agencies: Butte County, Nevada County, Sutter County, and Yolo County; and the additional agencies of City of Chico, Glenn County, Lake County, Placer County, Tehama County, and City of Yuba City and will use only the following compensation data: Base Salary; Longevity Pay at ten (10) years; Health Benefits (employer's maximum contribution towards family medical, dental, vision, life & long-term disability insurance); Deferred Compensation; Retiree Health Savings Account Contributions; and employer pickup of employee pension costs and employee pickup of employer pension costs using the retirement tier that was in effect on December 31, 2012. Market data is valid with a minimum of four (4) comparable agencies, at least two (2) must be from the core agencies.

2.4 Merit and Longevity Pay: Employees hired on or before June 30, 2013, receive merit and longevity pay based on the following index rate table and in accordance with County practices:

- Merit shall be calculated by multiplying Base Rate by Index Rate up to the cap of 1.216
- Longevity shall be calculated on the incremental difference between the Index Rate and the cap of 1.216
- Total Salary is Base Rate * Index Rate

MERIT / LONGEVITY STEP INDEX TABLE						
	Step	Index Rate	Merit Calculation (Pay Rate on Salary Schedule)	Longevity Differential (Index Rate - Merit Cap of 1.216)	Longevity Calculation	Total Salary
MERIT	Base – Less than 1	1.0000	Base Rate *1.000	0	—	Base Rate *1.000
	At least 1	1.0500	Base Rate *1.050	0	—	Base Rate *1.050
	At least 2	1.1030	Base Rate *1.103	0	—	Base Rate *1.103
	At least 3	1.1580	Base Rate *1.158	0	—	Base Rate *1.158
	At least 4	1.2160	Base Rate *1.216	0	—	Base Rate *1.216
	5	1.2160	Base Rate *1.216	0	—	Base Rate *1.216
Years of Service						
LONGEVITY	6	1.2300	Base Rate *1.216	0.0140	Base Rate × 0.0140	Base Rate *1.230
	7	1.2450	Base Rate *1.216	0.0290	Base Rate × 0.0290	Base Rate *1.245
	8	1.2600	Base Rate *1.216	0.0440	Base Rate × 0.0440	Base Rate *1.260
	9	1.2750	Base Rate *1.216	0.0590	Base Rate × 0.0590	Base Rate *1.275
	10	1.2900	Base Rate *1.216	0.0740	Base Rate × 0.0740	Base Rate *1.290
	11	1.3050	Base Rate *1.216	0.0890	Base Rate × 0.0890	Base Rate *1.305
	12	1.3200	Base Rate *1.216	0.1040	Base Rate × 0.1040	Base Rate *1.320
	13	1.3350	Base Rate *1.216	0.1190	Base Rate × 0.1190	Base Rate *1.335
	14	1.3500	Base Rate *1.216	0.1340	Base Rate × 0.1340	Base Rate *1.350
	15	1.3650	Base Rate *1.216	0.1490	Base Rate × 0.1490	Base Rate *1.365
	16	1.3800	Base Rate *1.216	0.1640	Base Rate × 0.1640	Base Rate *1.380
	17	1.3950	Base Rate *1.216	0.1790	Base Rate × 0.1790	Base Rate *1.395
	18	1.4100	Base Rate *1.216	0.1940	Base Rate × 0.1940	Base Rate *1.410
	19	1.4250	Base Rate *1.216	0.2090	Base Rate × 0.2090	Base Rate *1.425
	20	1.4400	Base Rate *1.216	0.2240	Base Rate × 0.2240	Base Rate *1.440
	21	1.4550	Base Rate *1.216	0.2390	Base Rate × 0.2390	Base Rate *1.455
	22	1.4700	Base Rate *1.216	0.2540	Base Rate × 0.2540	Base Rate *1.470
	23	1.4850	Base Rate *1.216	0.2690	Base Rate × 0.2690	Base Rate *1.485
	24	1.5000	Base Rate *1.216	0.2840	Base Rate × 0.2840	Base Rate *1.500
	25	1.5150	Base Rate *1.216	0.2990	Base Rate × 0.2990	Base Rate *1.515
	26	1.5300	Base Rate *1.216	0.3140	Base Rate × 0.3140	Base Rate *1.530
	27	1.5450	Base Rate *1.216	0.3290	Base Rate × 0.3290	Base Rate *1.545
	28	1.5600	Base Rate *1.216	0.3440	Base Rate × 0.3440	Base Rate *1.560
	29	1.5750	Base Rate *1.216	0.3590	Base Rate × 0.3590	Base Rate *1.575
	30	1.5900	Base Rate *1.216	0.3740	Base Rate × 0.3740	Base Rate *1.590

* Merit is also referenced as Pay Rate on the Yuba County Clasification System - Basic Salary/Hourly Schedule

Employees hired on or after July 1, 2013, receive Merit and Longevity pay calculated as follows:

- Merit shall be calculated by multiplying Base Rate by Index Rate up to the cap of 1.300
- Longevity shall be calculated on the incremental difference between the Index Rate and the Cap of 1.300
- Total Salary is Base Rate * Index Rate

MERIT / LONGEVITY STEP INDEX TABLE						
	Step	Index Rate	Merit Calculation (Pay Rate in Salary Schedule)	Longevity Differential (Index Rate - Merit Cap of 1.30)	Longevity Calculation	Total Salary
Merit	Less than 1	1.0000	Base Rate *1.000	0	—	Base Rate *1.000
	At least 1	1.0500	Base Rate *1.050	0	—	Base Rate *1.050
	At least 2	1.1000	Base Rate *1.100	0	—	Base Rate *1.100
	At least 3	1.1500	Base Rate *1.150	0	—	Base Rate *1.150
	At least 4	1.2000	Base Rate *1.200	0	—	Base Rate *1.200
	At least 5	1.2500	Base Rate *1.250	0	—	Base Rate *1.250
	At least 6	1.3000	Base Rate *1.300	0	—	Base Rate *1.300
Years of Service						
Longevity	At least 10	1.3250	Base Rate *1.300	0.0250	Base Rate *0.0250	Base Rate ×1.3250
	At least 15	1.3500	Base Rate *1.300	0.0500	Base Rate *0.0500	Base Rate ×1.3500

* Merit is also referenced as Pay Rate on the Yuba County Clasification System - Basic Salary/Hourly Schedule

- **<u>Employees hired on or before June 30, 2013 -</u>** Index Rates between 1.0000 and 1.2160 are defined as Merit. Merit increases are increases to Base Rate. Longevity begins upon completion of the fifth (5th) year of service. Longevity is based on Base Rate.

- **<u>Employees hired on or after July 1, 2013-</u>** Index Rates between 1.0000 and 1.300 are defined as Merit. Merit increases are increases to Base Rate. A longevity increase is given upon completion of an employee's tenth (10th) and fifteen (15th) years of service. Longevity is based on Base Rate.

2.5 To Determine an Employee's Hourly Rate:

A. Determine the number of years of service an employee has completed based on the employee's Service Computation Date (SCD).
B. Refer to the "Number of Years of Service" column. Go to the number of years of service the employee has completed and locate the "Index Rate" immediately to the right.
C. Refer to the Classification System – Basic Salary/Hourly Schedule and locate the employee's current classification title.
D. Multiply the corresponding Index Rate by the Minimum Hourly Base Rate for the employee's classification to determine the Employee's Hourly Rate.

To determine an employee's biweekly rate, effective September 1, 2026:

E. Multiple the Employee's Hourly Rate by eighty (80) hours to determine the employee's biweekly salary rate.

2.6 Service Computation Date (SCD) and Index Rate Determination:

- **<u>Employees hired on or before June 30, 2013</u>** – the SCD determines their Index Rate. The SCD is computed by adjusting their current hire date for any prior service with the County as a regular employee, and for any Leave without Pay (LWOP).

- **<u>Employees hired on or after July 1, 2013</u>** – The SCD determines their Index Rate. The SCD is computed by adjusting their current hire date by any LWOP.

2.7 Salary Anniversary Date (SAD) for Merit and Longevity Index Rate Adjustments: The employee's SAD is the first (1^{st}) day of the month following their SCD, unless specifically stated otherwise. However, if the SCD is within the first (1^{st}) three (3) days of the month, the SCD will be the first (1^{st}) day of that month in which the employee is hired.

Merit Step Index increases will occur automatically on the employee's SAD, unless the Human Resources Department is notified at least thirty (30) days in advance that the employee has received an evaluation that is less than Meets Standards and is on a Performance Improvement Plan (PIP). If an increase is withheld due to a PIP, any further increase will not be approved until the Department notifies the Human Resources Department that the employee's performance at least meets standards and that the employee has a "Meets Standards" performance evaluation. The employee's Merit Step Index will be the first (1^{st}) of the month following said successful performance evaluations. However, if the successful performance evaluation is given on the first (1^{st}) day of the month then the merit increase will be given in that same month.

Longevity Step Index increases will occur automatically on the employee's SAD.

2.8. Prior Service (only applicable for employees hired on or before June 30, 2013): The number of days between a current employee or applicant's previous hire date and termination dates with the date with the County as a regular employee. If, when applying the employee's prior service credit on a daily basis, it results in a date which falls within the first (1^{st}) three (3) days of the month, the employee will be given credit for that entire month. Should the application of prior service on a daily basis result in a date other than the first (1^{st}) three (3) days, the employee's adjusted SCD will be the first day of the following month.

2.9. Leave Without Pay (LWOP): LOWP will be computed in either one (1) or two (2) ways.

A. Effective January 1, 2004, each accumulated eight (8) hour increment of LWOP from work (i.e., excluding nonscheduled workdays such as weekends) will reduce an employee's SCD by one (1) day (i.e., move the SCD forward one (1) day, or

B. Prior to January 1, 2004, the granting of any leave of absence without pay exceeding fifteen (15) days will cause the regular employee's SAD to be postponed (moved forward) a number of months equal to the nearest whole number of months for which the leave was taken. All such calculations will be based on the number of days of such leave.

SECTION 3: ADDITIONAL COMPENSATION

3.1 Bilingual Premium Pay: Employees who are routinely and consistently required by the Department Head to speak a language other than English, and who are able to do so fluently will receive bilingual premium in the amount of one hundred and twenty-five dollars ($125.00) or at such a time that the county moves to a bi-weekly pay cycle, fifty seven dollars and sixty-nine cents (57.69) per pay period. To qualify for bilingual pay, employees must be State certified or pass a County qualifying language test in the relevant language at the option of the County.

3.2 Payment of Premium Pays: Premium Pays will be payable at the full monthly rate in any month an employee is on paid status at least half of the month. If an employee is on unpaid status or has been placed on paid administrative leave for more than half of the month, Premium Pays will be reduced by half. Premium Pay will not be paid in a month if an employee is on Leave without Pay (LWOP) or paid administrative leave for the entire month.

Employees hired with Premium Pays within the first (1^{st}) fifteen (15) days of the month will receive the full monthly rate for the first (1^{st}) month of employment; those hired with Premium Pays after the fifteenth (15^{th}) of the month will receive half of the Premium Pays for their first (1^{st}) month of employment.

Employees leaving County service during the first (1^{st}) fifteen (15) days of the month will receive half of the Premium Pays for that month; those leave service any time after the fifteenth (15^{th}) of the month will be paid the full monthly rate.

At such a time that the county moves to a bi-weekly pay cycle, Payment of Premium pays will be as follows:
Premium Pays will be payable at the full per pay period rate in any pay period an employee is on paid status at least half of the pay period. If an employee is on unpaid status or has been placed on paid administrative leave for more than half of the pay period, Premium Pays will be reduced by half. Premium Pay will not be paid in a pay period if an employee is on Leave without Pay (LWOP) or paid administrative leave for the entire pay period.

Employees hired with Premium Pays within the first (1st) seven (7) days of the pay period will receive the pay period rate for the first (1st) pay period of employment; those hired with Premium Pays after the seventh (7th) of the pay period will receive half of the Premium Pays for their first (1st) pay period of employment.

Employees leaving County service during the first (1st) seven (7) days of the pay period will receive half of the Premium Pays for that pay period; those leaving service any time after the seventh (7th) day of the pay period will be paid the full pay period rate.

3.3 Management Allowance: Each November, unrepresented management classifications in salary range 211 and above will receive an annual management allowance of five hundred dollars ($500.00) and those unrepresented management classifications in salary range 210 and under will receive an annual management allowance of four hundred dollars ($400.00). This management allowance is intended for un-reimbursable costs associated with self-development and business costs typically incurred by the employee and not submitted for reimbursement.

3.4 Sheriff's Department Uniform Allowance: Sworn employees in the Sheriff's Department who are required to wear uniforms will receive a uniform allowance of seventy-five dollars ($75.00) per month or thirty-four dollars and sixty-two cents ($34.62) bi-weekly. In the event that the Sheriff or designee approves a change in the uniform, the full cost of any new uniform shall be borne by the County.

3.5 Sheriff's Department Educational and P.O.S.T. Certificate Incentive Program: The County will pay eligible employees within the Sheriff's Department, based on satisfactory proof of qualification furnished through the Human Resources Department a per pay period incentive of:

Degree	P.O.S.T. Certificate
AA/AS Degree $76.15	Management P.O.S.T. Certificate $57.69
BA/BS Degree $152.31	Management P.O.S.T. Certificate $57.69

The AA/AS educational incentive will cease as current incumbents in the Sheriff's Captain classification vacate their currently held positions, and both the AA/AS and BA/BS educational incentive will cease when the current incumbent in the Undersheriff classification vacates their currently held position, or if State law changes the minimum education requirements for employment as a peace officer.

3.6 Monthly Vehicle Allowance: For 'at-will' safety management employees not assigned a County vehicle for use for County business as determined by the County Administrator, employee will receive a vehicle allowance in the sum of five hundred dollars ($500.00) per month or at such time that the county moves to a bi-weekly pay cycle, two hundred thirty dollars and seventy seven cents ($230.77) per pay period, or what has been agreed to by the Board of Supervisors in the employee's employment agreement, whichever is greater.

The vehicle allowance is to be used to compensate the employee for costs to operate and maintain a vehicle for travel to destinations within fifty (50) miles of Marysville. For travel to destinations over fifty (50) miles from Marysville, employee may elect to either utilize a County vehicle or be reimbursed mileage at the County mileage rate less the first one hundred (100) miles traveled. Employee shall be responsible for paying for and maintaining liability, property damage, and comprehensive insurance coverage upon such vehicle and shall further be responsible for all expenses attendant to the purchase, operation, maintenance, repair, and regular replacement of said vehicle.

Eligible employees should reference the Travel Policy in the Yuba County Administrative Policy & Procedures Manual for detailed information regarding travel.

SECTION 4: BENEFIT PROGRAMS

4.1 Benefit Program Coverage

Employees working an average of twenty (20) regularly scheduled hours per week and the employee's dependents are entitled to participate in the County health plans. Coverage commences and is dependent upon eligibility for coverage under the health plan carriers' rules. If the employee elects medical coverage, then the employee must participate in a dental plan option and the vision insurance.

4.2 Medical, Dental and Vision Insurance

The County contracts for employee, dependents, retirees and their dependents medical insurance benefit plans through the CalPERS Public Employees Medical and Hospital Care Program. Employees must enroll in the County's sponsored vision and dental plan.

The County contributes the Public Employees Medical and Hospital Care Act (PEMHCA) statutory monthly minimum essential coverage (MEC) set annually by CalPERS on behalf of each employee. The County will make an additional contribution through the County's established Section 125 Cafeteria Plan. In no event, with the total contribution exceed the employee's actual cost.

Effective January 1, 2025, the County's total monthly contribution, which includes the PEMHCA statutory monthly MEC, is as follows:

<u>Employee only</u>: Up to one hundred percent (100%) of the CalPERS Gold employee only premium and one hundred percent (100%) of the dental and vision basic premium;

Employee plus one: Up to ninety percent (90%) of the CalPERS Gold employee plus one premium and eighty percent (80%) of the dental and vision basic premium;

Employee plus family: Up to ninety percent (90%) of the employee plus family CalPERS Gold premium and eighty percent (80%) of the dental and vision basic premium.

The County will continue enrollment in CalPERS for the Health Insurance for the term of this Resolution. However, due to the continued rising cost of health care, the County must explore alternatives to our current plans and funding.

In-Lieu Health: Eligible employee may elect to “opt out” of the County provided health/dental/vision coverage upon proof of other health insurance coverage and receive two hundred and fifty dollars ($250.00) per month In-Lieu of Premium Savings or at such time that the county moves to a bi-weekly pay cycle, one hundred twenty-five dollars ($125) for the first two paydays of each month.

Employees declining health plan coverage and receiving In-Lieu Health may re-enroll upon proof of involuntary loss of other coverage or next open enrollment. In-Lieu Health is taxable income.

4.3 **Life Insurance:** Employees receive the same life insurance benefit provided to all employees in the amount of fifty thousand dollars ($50,000).

4.4 **Short-Term Disability Program:** The County offers an employee funded short-term disability program. This program includes an additional fifty thousand dollars ($50,000) of life insurance coverage funded by the employee’s contribution to the short-term disability program. This program also funds a long-term disability benefit.

4.5 **Optional Employee Paid Supplemental Life Insurance:** Employees may purchase, at their expense, County sponsored supplemental life insurance coverage for themselves and their dependents subject to limitations specified by the insurance carrier.

4.6 **Deferred Compensation:** The County offers one voluntary deferred compensation plan, Nationwide 457. Employees may participate in the County’s deferred compensation 457 plan to the extent allowed by law and plan documents.

4.7 **Deferred Compensation Match**: The County provides the following deferred compensation plan match for employees with open 457 deferred contribution accounts:

- Beginning with the pay period following the completion of two (2) years of service, the County will match up to thirty-five dollars ($35.00) a month or if a bi-weekly pay cycle sixteen dollars and fifteen cents ($16.15) per pay period (26x/yr)
- Beginning the pay period following the completion of five (5) years of service, the County will match up to eighty-five dollars ($85.00) a month or if a bi-weekly pay cycle thirty-nine dollars and twenty-three cents ($39.23) per pay period (26x/yr)
- Beginning with the pay period following the completion of ten (10) years of service, the County will match up to one hundred and seventy dollars ($170.00) a month or if a bi-weekly pay cycle seventy-eight dollars and forty-six cents ($78.46) per pay period (26x/yr)

4.8 Vacation Leave Maximum Accrual: Vacation leave will be accumulated to a maximum of 384 hours with a hard cap.

4.9 Management Leave: On July 1, 2024, employees will receive a one-time adjustment of thirty (30) hours of management leave, up to the maximum of sixty (60) hours. Employees with a balance of management leave on June 30, 2024, will roll those hours into the new fiscal year in addition to the one-time adjustment of thirty (30) hours, up to the maximum of sixty (60) hours.

Effective January 1, 2025, employees will accrue five (5) hours of management leave per month or at such time that the county moves to a bi-weekly pay cycle, two point three one (2.31) hours per pay period. Management leave will accumulate to a maximum of sixty (60) hours. Management leave will be paid upon separation at the employee's current hourly rate of pay.

4.10 Floating Holiday Leave: Effective July 1, 2024, employees accrue two (2) hours of floating holiday leave per month or at such time that the county moves to a bi-weekly pay cycle, point nine two three one (.9231) hours per pay period. Floating holiday leave may accumulate to a maximum of twenty-four (24) hours. Floating holiday leave will be paid upon separation at the employees' current hourly rate of pay.

4.11 Payout of Sick Leave:

<u>Sick Leave Upon Separation from Employment Other Than Retirement</u>: Employees in good standing who have ten (10) years of continuous service may receive up to twenty-five percent (25%) of their first twelve hundred (1,200) hours of unused sick leave as pay at their regular hourly rate of pay.

Sick Leave Upon Retirement: Employees may elect to: convert all of their unused sick leave to service credit (Section 20965 Unused Sick Leave); or employees in good standing who have ten (10) years of continuous service may receive up to twenty-five (25%) of their first twelve hundred (1,200) hours of unused sick leave as pay at their regular rate of pay and convert the remaining balance of unused sick leave to service credit.

SECTION 5: CALPERS SAFETY RETIREMENT PLAN

5.1 CalPERS Retirement Safety Contract Benefits: The County contracts with the California Public Employees Retirement System (CalPERS) for retirement benefits as follows:

Employees hired prior to January 1, 2013, who are not classified by CalPERS as a classic member will receive the two percent (2%) at fifty (50) safety CalPERS formula with the one (1) year final average compensation period. These employees pay the required twelve percent (12%) member contribution, on a pre-tax basis.

Employees hired after December 31, 2012, who are classified by CalPERS as a new member will receive the two point seven percent (2.7%) at fifty-seven (57) safety CalPERS formula with the three (3) year final average compensation period. These employees pay one-half (1/2) of the total normal cost as determined annually by CalPERS on a pre-tax basis.

5.2 Optional CalPERS Retirement Safety Contract Benefits: All safety retirement formulas have the following optional CalPERS retirement benefits:

- Sick Leave Service Credit – Section 20965. This benefit provides that unused accumulated sick leave at time of retirement may be converted to additional service credit at the rate of 0.004 year of service credit for each day of unused sick leave in accordance with the PERS formula.
- Non-Industrial Disability Standard
- Industrial Disability Standard
- Pre-Retirement Death Benefits:
    - 1959 Survivor Benefit Level Three (3)
    - Optional Settlement 2W – Section 21548. This benefit provides that the spouse or domestic partner of a deceased member, who was eligible to retire for service at the time of death, may elect to receive the Pre-Retirement Option 2W Death Benefit which is the highest monthly allowance a member can leave a spouse or domestic

partner in lieu of the lump sum Basic Death Benefit.

- Post-Retirement Death Benefit a lump sum of five hundred dollars ($500.00)
- Two percent (2%) retirement COLA.

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BE IT FURTHER RESOLVED, effective July 1, 2026, the summary of salary and benefits for the unrepresented safety management unit contained in this Resolution supersedes, where applicable, all agreements made prior to this date.

PASSED AND ADOPTED by the Board of Supervisors of the County of Yuba, State of California, on the 28 day of July, 2026, by the following vote:

AYES: Supervisors Vasquez, House, Fuhrer, Messick
NOES: None
ABSENT: Supervisor Bradford
ABSTAIN: None

CHAIR, SETH FUHRER

ATTEST: MARY PASILLAS
CLERK OF THE BOARD OF SUPERVISORS

Esmeralda Garcia, Board Clerk

YUBA COUNTY COUNSEL
APPROVED AS TO FORM:

The foregoing is a true and correct copy of the document on file in this office.
ATTEST: MARY PASILLAS
Clerk of the Board of Supervisors of the County of Yuba, State of California
By:
Date: 7/28/26