



County of Yuba
2026 BENEFITS SUMMARY

Confidential Unit
(BU #11)

TYPE OF BENEFIT	DESCRIPTION OF BENEFIT												
CalPERS Retirement Formula	Classic : 2% @ 55 New: 2% @ 62												
CalPERS Employee Contribution Rate (FY 25/26)	Classic: 9.000% New: 9.750%												
CalPERS Yuba County Unfunded Accrued Liability (UAL) Rate (FY 25/26)	24.410%												
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. The employee withholding rate is 1.00% of taxable wages for the 2026 year. Rates follow State SDI withholdings and are established every calendar year. The 1.00% contribution funds a fully insured LTD policy.												
Health, Dental, Vision Insurance	<p>The County pays a flat rate toward the plan for premium for health insurance. In 2026, the County provides the following contributions for Health Insurance Premiums: up to \$1,181.90 for Employee Only; up to \$2,100.11 for 2-Party; and \$2,750.73 for Family Coverage.</p> <ul style="list-style-type: none"> - Future County contributions will adjust the previous calendar year up to the dollar amount by the 12-month percentage change in the medical care component of the Consumer Price Index in urban areas for May and rounded to the nearest dollar. - 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 2026 County and employee Health/Dental/Vision combined contribution rates for the lowest cost health plan (PERS GOLD - Region 1), vision plan and the dental base plan: <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>\$1,181.90</td> <td>\$0.00</td> </tr> <tr> <td>EE + 1</td> <td>\$2,100.11</td> <td>\$243.28</td> </tr> <tr> <td>EE + 2 or More</td> <td>\$2,750.73</td> <td>\$321.82</td> </tr> </tbody> </table>	Plan Type:	Yuba County Monthly Contribution:	Employee Monthly Contribution:	EE Only	\$1,181.90	\$0.00	EE + 1	\$2,100.11	\$243.28	EE + 2 or More	\$2,750.73	\$321.82
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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 EyeMed.												
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 coverage.												
Life Insurance	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 may purchase supplemental coverage for themselves and 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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Holidays	12 paid holidays per year. See annual holiday schedule.												
Floating Holidays	Employees receive 2 hours each month to a max of 24 hours.												
Compensatory Time	80 hour maximum accumulation. Must be used in 1/4 hour increments.												

Confidential Pay	Employees in Bargaining Unit 11 earn \$250 a month in Confidential Pay.
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.
COLA	All Non-Represented Confidential Classifications - Eff: 7/1/2026 - Between 1.0% - 3.5% (based on CPI)