



County of Yuba
2026 BENEFITS SUMMARY

Deputy Sheriff's Association (DSA)
(BU #6)

TYPE OF BENEFIT	DESCRIPTION OF BENEFIT												
CalPERS Retirement Formula	Safety Classifications: Classic: 2% @ 50 New: 2.7% @ 57 Misc. Classifications: Classic: 2% @ 55 New: 2% @ 62												
CalPERS Employee Contribution Rate (FY 25/26)	Safety Classifications: Classic: 12.000% New: 13.000% Misc. Classifications: Classic: 8.000% New: 7.750%												
CalPERS Yuba County Unfunded Accrued Liability (UAL) Rate (FY 25/26)	Safety: 29.290% Misc: 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)	SDI provides benefits to employees who are unable to work due to non-work-related illness or injury. The current SDI withholding rate is 1.3% for 2026. 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>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> <p>- 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.</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 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:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: yellow;"> <th style="text-align: left;">Plan Type:</th> <th style="text-align: right;">Yuba County Monthly Contribution:</th> <th style="text-align: right;">Employee Monthly Contribution:</th> </tr> </thead> <tbody> <tr> <td>EE Only</td> <td style="text-align: right;">\$1,181.90</td> <td style="text-align: right;">\$0.00</td> </tr> <tr> <td>EE + 1</td> <td style="text-align: right;">\$2,100.11</td> <td style="text-align: right;">\$243.28</td> </tr> <tr> <td>EE + 2 or More</td> <td style="text-align: right;">\$2,750.73</td> <td style="text-align: right;">\$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 non Cover California coverage.												
Life Insurance	County provides \$50,000 life insurance for employees represented by this unit. Employees may purchase dependent coverage.												
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	<p>The County will provide the following deferred compensation plan match to all represented DSA employees with open 457 deferred compensation accounts:</p> <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) 												
Retirement Health Savings Account	<p>The County provides employees a MissionSquare retiree health savings account (a health reimbursement arrangement as described in IRS Notice 2002-45). Employees may withdraw benefits from the plan upon separation from employment per the requirements of the plan:</p> <ul style="list-style-type: none"> • The County contributes fifty dollars (\$50.00) per month into the employees MissionSquare retiree health savings account. The County pays the administrative fees as charged by the plan. • Employees contribute fifty dollars (\$50.00) per month into the employees MissionSquare retiree health savings account. 												
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.	
Special Provisions	Sheriff's Department employees who use zero (0) hours of sick leave in a calendar year shall receive 1 additional vacation day.	
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	Holiday In-Lieu: All DSA Employees receive 7% of their hourly rate of pay in-lieu of any holiday pay.	
Compensatory Time	150 hour maximum accumulation.	
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.	
Educational/P.O.S.T. Incentive Program	Employees are eligible for incentive pay with a degree in a non-specific area as follows: Associate's Degree: 2.5% of base rate of pay Bachelor's Degree: 5% of base rate of pay Employees with an Intermediate P.O.S.T. Certificate receive 2.5% of base rate of pay Employees with an Advanced P.O.S.T. Certificate receive an additional 2.5% of base rate of pay Education and POST Incentive are stackable (one per category)	
Specialty Pay	<p>Trainers Monthly Premium Compensation Pay: JTO Corrections: 5% of base rate of pay FTO Patrol: 5% of base rate of pay Public Safety Dispatcher (Trainer): 5% of base rate of pay Community Services Training Officer (CTSO): \$1.50 per hour Classification Pay (Jail Classification Officers): 5% of base rate of pay Officers in Charge (OIC): \$1.50 per hour</p> <p>Detective Unit - Deputy Sheriff / Community Services Officer: The monthly premium compensation will be 5% of base rate of pay for each month an employee is assigned to this unit.</p> <p>SWAT Pay - 1.5% of base rate of pay Canine Unit: Employees who are assigned to the Canine Unit: 45 minutes per day - paid at 1 1/2 times the CA state min. wage. Current rate: \$25.35*45 min = \$19.02 / day</p>	
Yuba County Hill Beat Branch Assignment Premium Pay	A Deputy assigned to the Yuba County hill area shall receive \$250 monthly.	
Resident Hill Deputy Premium Pay (must reside in Yuba County hill area and be assigned to the Yuba County Hill Beat)	A Deputy assigned to the Yuba County hill area and resides there shall receive \$250 monthly.	
Uniform Allowance	The County will provide the first set of uniforms for any employee required to wear uniforms in the Sheriff's Department. Sheriff's Department personnel required to wear uniforms will receive an annual uniform allowance as follows: Sworn \$75 per month Non-Sworn \$55 per month.	
Union Affiliation	Employees electing to enroll must see their Union Representative.	
COLA	All DSA Represented Classifications - Eff: 7/1/2026 - Between 1.0% - 3.5% (based on CPI)	