



County of Yuba
2026 BENEFITS SUMMARY

Law Enforcement Management Supervisory Association (MSA)
(BU #7)

TYPE OF BENEFIT	DESCRIPTION OF BENEFIT												
CalPERS Retirement Formula	Safety Classifications: Classic: 2% @ 50 New: 2.7% @ 57 Miscellaneous 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)	Employees in the MSA have elected NOT to pay into SDI.												
Disability Insurance	Optional plans may be available through MSA Membership.												
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 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	<p>The County will provide the following deferred compensation plan match to all represented MSA 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.												
Special Provisions	Employees who use zero (0) hours of sick leave in a calendar year shall receive 1 additional vacation day.												

Vacation	12 days per year (96 hours). New hires earn 8 hours each month. Maximum vacation accrual hard cap at 484 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 2 hours each month to a max of 24 hours	
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: \$120.00 - \$165.00 per month depending on classification Bachelor's Degree: \$240.00 - \$330.00 per month depending on classification Employees with an Intermediate P.O.S.T. Certificate receive \$75.00 per month Employees with an Advanced P.O.S.T. Certificate receive \$125.00 per month <i>For complete details and specific rates by classification, refer to section 14.03 of the MSA contract.</i>	
Uniform Allowance	The County will provide the first set of uniforms for any employee required to wear uniforms in the Sheriff's Department. Employees required to wear uniforms shall receive a uniform allowance of \$75.00 per month in arrears.	
Union Affiliation	Employees electing to enroll must see their union representative.	
Yuba County Hill Beat Branch Assignment Premium Pay	A Sergeant assigned to the Yuba County hill area shall receive \$300 monthly.	
Resident Hill Sergeant Premium Pay (must reside in Yuba County hill area and be assigned to the Yuba County Hill Beat)	A Sergeant assigned to the Yuba County hill area and resides there shall receive \$300 monthly.	
Shift Differentials	The County will provide an additional \$1.50 per hour worked when working the graveyard shift.	
Trainers Pay	Employees in certain classifications assigned by the Sheriff to Jail Training Officer (JTO) or a Field Training Officer (FTO) specialized unit of duty will receive premium compensation. Please refer to Section 16.03 in the MSA MOU for specifications.	
*Sheriff Lieutenant - Operations Classification	Management Leave: Employees receive 5 hours of management leave monthly to a max of 60 hours. FLSA Status: Exempt	
Salary Adjustments	All MSA Represented Classifications - Eff: 7/1/2026 - Between 1.0% - 3.5% (based on CPI)	