



County of Yuba  
2026 BENEFITS SUMMARY

**Yuba County Employees Association (YCEA)**  
(BU #1-5)

TYPE OF BENEFIT	DESCRIPTION OF BENEFIT												
CalPERS Retirement Formula	Miscellaneous Classic : 2% @ 55 Miscellaneous 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)	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><b>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.</b></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"> <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 non Covered California coverage.												
Life Insurance	County provides \$50,000 life insurance for employees represented by 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.												
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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<b>Holidays</b>	12 paid holidays per year. See annual holiday schedule.
<b>Floating Holidays</b>	Employees receive 2 hours each month to a max of 24 hours
<b>Compensatory Time</b>	80 hour maximum accumulation. Must be used in 1/4 hour increments.
<b>Bilingual Pay</b>	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.
<b>Uniform Allowance</b>	The County will provide the first set of uniforms for any employee required to wear uniforms in the Sherriff's Department and its Animal Care Services Division. - Sherriff's Department personnel required to wear uniforms will receive an annual uniform allowance in the amount of \$55 per month
<b>Protective Footwear Reimbursement</b>	Employees required by their Department to wear safety boots in the performance of their job duties are eligible for a maximum reimbursement from the County of up to \$300 annually. Employees in the custodian and cook classifications will receive a \$100 annual reimbursement for the purchase of non-slip footwear. Reimbursement process information available through the department.
<b>Detention Services Premium</b>	\$1 per hour - Employees in the Building Maintenance Technician class series assigned to the Sheriff's Department shall receive Detention Services Premium Pay while performing duties at the County's Correctional Facilities.
<b>Cook Differential Pay</b>	\$175.00 per month for personnel appointed to the "Cook" classification assigned to the Sherriff's Department - County Jail.
<b>Department Incentives</b>	Please refer to the appropriate policies for the following incentives: <b>Ag Department:</b> Ag Weights & Measures Specialist I / II / III Accreditation of Certifying Officer (ACO) Class A and Class B Drivers License (CDL)
<b>Standby</b>	Employees on unrestricted standby, as defined by the FLSA, shall receive <b>\$30.00</b> per night for each night of the work week and <b>\$40.00</b> for normal scheduled days off and holidays spent on Standby time. <u>For more details see Section 12.04 of the MLA.</u>
<b>Union Affiliation</b>	Employees electing to enroll must see their Union Representative.
<b>COLA</b>	<b>All YCEA Represented Classifications - Eff: 7/1/2026 - Between 1.0% - 3.5% (based on CPI)</b>