

Amador County Confidential Employee Benefits

<p>Active Employees Medical/Dental/Vision</p>	<p>The County offers the following health, dental and vision options to all permanent full-time and part-time employees: Blue Shield Spectrum PPO, Delta Dental PPO and Vision Service Plan. For full-time employees, the County pays 87.5% of the premium and the employee pays 12.5% and for part-time employees the County's contribution is pro-rated based on the number of hours the employee works per month. If an employee is covered by major medical insurance other than the County's insurance they may receive cash in-lieu of insurance.</p>
<p>Administrative Leave</p>	<p>Some Confidential Classifications will accrue up to 5 days of administrative leave each calendar year. (for a list of classifications and conditions for this leave, please see the Confidential Resolution)</p>
<p>Aflac</p>	<p>Supplemental Insurance Programs available to employees at their own cost through payroll deduction.</p>
<p>Assist-To-Own</p>	<p>Down Payment Assistance and refinance assistance up to 5.5% No first-time homebuyer requirement to qualify. Must be principal residence.</p>
<p>Bereavement Leave</p>	<p>Employees will be granted up to 5 days of leave if a member of their immediate or extended family (extended family defined in Appendix A in the SEIU MOU) passes away. Three of the days will not be charged against the employee's available sick leave. The remaining two days will be used from employee's sick bank and can be taken in hourly increments.</p>
<p>Deferred Compensation 457 Plan</p> <ul style="list-style-type: none"> • Pre-Tax • Roth 	<p>Employees may contribute to one of the deferred compensation/457 plans the County offers. The County will contribute \$23.08 per pay period (based on 26 pay periods per year) up to \$600.00 annually to a 401(a) account to employees who contributes at least \$23.08 per pay period (based on 26 pay periods per year) to their deferred compensation. $\\$50.00 \times 12/26 = \\23.08</p>
<p>Employee Assistance Program</p>	<p>Concern is our employee assistance counseling service available to employees and their dependents</p>
<p>Flexible Spending Account</p>	<p>The medical reimbursement account allows employees to make pre-tax deductions for allowable medical expenses not covered by the medical plan. The Dependent Care assistance program allows employees to make pre-tax deductions for dependent care.</p>
<p>Holiday Leave</p>	<p>12 days per year</p>
<p>Jury Duty Leave</p>	<p>If an employee is absent from work for service as a juror, they shall be granted paid leave of absence for time going to and from and for serving.</p>

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Life Insurance	\$12,000 life insurance and \$12,000 AD&D insurance coverage paid by the County (employee only). Supplemental Life Insurance (employee, employee spouse and dependent coverage) is available and paid by the employee through a payroll deduction.
Longevity	Permanent employees receive longevity wage increases on their base pay when they complete 5, 10, 15, 20, 25, 30, 35, 40 continuous years of regular service. At the completion of each benchmark, the employee will receive: 5 years= 2.5%, 10 years=5.063% 15 years 7.70%, 20 years=10.390%, 25 years =13.150%, 30 years= 15.650% 35 years= 18.150%, 40 years= 20.650%
Paid Family Leave	Mandatory employee deduction.
Pay Days	Employees are paid Bi-Weekly (26 pay periods) There are 2 "Benefit Holidays" within our 26 pay periods where an employee will not have benefit deductions.
Retiree Medical/Dental/Vision Insurance	Retired employees are allowed to participate in the County's health, dental and vision insurance at their own cost.
Retirement (Tax Deferred) Benefits	California Public Employees' Retirement System (CalPERS) <ul style="list-style-type: none"> • 2%@55 for Confidential Unit employees - Hired on or before 05/31/2011 (highest one year) • 2%@60 for Confidential Unit employees - Hired on or after 06/01/2011 (highest three years) • 2%@62 for Confidential Unit employees – Hired on or after 01/01/2013 (highest three years) <p>Note: If an employee has been a member of the CalPERS system and has NOT had a break in service longer than six months they would be considered a "Classic" and would receive the retirement formula in place prior to 01/01/2013 (2%@60, highest three years).</p>
Retirement Sick Leave Conversion	Upon retirement only, an employee may convert their remaining sick leave balance into PERS service credit. If an employee has less than 500 hours all hours will be credited to Service Credit only.
Retirement Health Savings Account Sick Leave Conversion	Upon retirement only, when an employee has accrued a minimum of 500 sick leave hours to a maximum of 1000 hours, ½ of the leave balance shall be converted to a Retirement Health Savings Account. Any remaining balance will be converted to CalPERS retirement service credit.
ScholarShare 529	Tax deferred dependent college savings plan

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Sick Leave	12 days per year
Social Security/Medicare	Employee share of cost – 6.20 % for Social Security and 1.45% for Medicare for a total of 7.65%. Mandatory deduction.
State Disability Leave	Mandatory employee deduction.
Vacation	1-9 years of service – 16 days/year 10 plus years of service - 21 days/year Credited each pay period.
Vacation Payoff	An employee may elect to be paid off in cash (up to 40 hours only) provided the criteria outlined in Amador County Policy 2-230 have been met.
Wellness Program	The County agrees to provide up to \$100.00 per calendar year cost reimbursement for employees who participate in a physical fitness or weight loss program.
Wage Information	<ul style="list-style-type: none"> • 9/18/2022 – 4% Increase to base wage • 10/01/2023 – 4% Increase to base wage • 9/30/2024 – 5.75% Increase to base wage • 9/30/2025 – 5% Increase to base wage

* This is just a brief snapshot of benefits. Refer to the Confidential Resolution for detailed information.
This document can be found at www.amadorgov.org or on the employee internal site.