

Amador County SEIU 1021 Employee Benefits

October 1st, 2024 – September 30th, 2026

Active Employees Medical/Dental/Vision	The County offers the following health, dental and vision options to all permanent full-time and part-time employees: Blue Shield 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%. For part-time employees, the County's contribution is pro-rated based on the number of hours the employee works per pay period. If an employee is covered by major medical insurance other than the County's insurance, they may receive cash in-lieu of insurance.
AFLAC	Supplemental Insurance Programs available to employees at their own cost through payroll deduction.
Assist-To-Own	Down Payment Assistance and refinance assistance up to 5.5% No first-time homebuyer requirement to qualify. Must be principal residence.
Bereavement Leave	Employees will be granted 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.
Deferred Compensation-457 plans <ul style="list-style-type: none"> • Pre-Tax • Roth 	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 x 12/26 = \$23.08
Employee Assistance Program	Concern is our employee assistance counseling service available to employees and their dependents.
Flexible Spending Account	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.
Holiday Leave	12 days per year.
Jury Duty Leave	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.
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.

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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= 7.7%, 20 years= 10.39%, 25 years=13.15%, 30 years= 16.65%, 35years= 18.15%, 40 years=20.650%
Paid Family Leave	Mandatory employee deduction.
Pay Dates	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.
Professional Leave	Professional Employees in the SEIU 1021 Unit will accrue up to 5 days of professional leave each calendar year. Part-time professional employees shall receive 5 pro-rated days of leave each year based on the hours worked (for a list of the Professional Employees and conditions for this leave, please see Appendix B of the SEIU MOU).
Retiree Medical/Dental/Vision Insurance	Retired employees can participate in the County's health, dental and vision insurance at their own cost.
Retirement (Tax Deferred) Benefits	California Public Employees' Retirement System (CalPERS) Three Tiers <ul style="list-style-type: none"> • 2%@55 for SEIU 1021 employees - Hired on or before 05/31/2011 (highest one year) • 2%@60 for SEIU 1021 employees - Hired on or after 06/01/2011 (highest three years) • 2%@62 for SEIU 1021 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 Member" 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 Sick Leave Payout	Upon retirement only, when an employee has accrued a minimum of 500 sick leave hours to a maximum of 1000 hours, said employee may be paid in cash for one-half of the number of accrued sick leave hours. The remaining balance may go towards PERS service credit.
Safety Shoe Allowance	Employees required to wear safety shoes will be reimbursed up to \$185.00 per year for replacement shoes. A List of positions can be found in the SEIU MOUN section 24.25
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. Mandatory Deduction.
State Disability Leave	Mandatory employee deduction.
Uniform Allowance	SEIU Employees in the Sheriff and Probation departments will receive a monthly stipend of \$40 per month, beginning after one year of employment, for maintenance of uniform clothing. New employees will be reimbursed up to \$300 for required clothing.
Vacation	1-2 years of service – 11 days/year; 3-9 years of service – 16 days/year; 10 plus years of service - 21 days/year. Credited each pay period.
Vacation leave conversion	An employee may elect to convert up to 32 hours of vacation to a cash payment, payable in October when elected in October of the previous year.
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 • 10/01/2024 – 4% Increase to base wage • 10/01/2025 – 3.5% Increase to base wage

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