

# Amador County Sheriff's Office Association Employee Benefits

October 1<sup>st</sup>, 2022 – September 30<sup>th</sup>, 2026

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 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 <ul style="list-style-type: none"> <li>• Pre-Tax</li> <li>• Roth</li> </ul>	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. $\$50.00 \times 12/26 = \$23.08$
Employee Assistance Program	Concern is our employee assistance counseling service available to employees and their dependents
Flexible Benefits Program	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 Holiday leave will accrue bi-weekly at 3.4615 hours per pay-period. This calculation is based on 12 days at 10 hours. Any unused holiday leave bank shall be paid off in cash after the end of each calendar year and will not carry over.
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.
Longevity	Permanent employees receive longevity wage increases on their base pay when they complete 5, 10, 15 and 20 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% and 20 years= 10.39%. (Special compensation is calculated on the combined rate of base pay PLUS longevity for eligible employees.)
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

# Amador County Sheriff's Office Association Employee Benefits

October 1<sup>st</sup>, 2022 – September 30<sup>th</sup>, 2026

	where an employee will not have benefit deductions.
Retiree Medical/Dental/Vision Insurance	Retired employees are allowed to participate in the health, dental and vision plan the County offers active employees at their own cost (minus the PEMCHA minimum for medical insurance for retired annuitants).
Retirement (Tax Deferred) Benefits:	<p>California Public Employees Retirement System (CalPERS) Tiers for Safety employees and tiers for Miscellaneous employees are as follows:</p> <p>Sheriff's Office Association Safety Employees –</p> <ul style="list-style-type: none"> <li>• 3%@50 - Hired on or before 05/31/2011 (highest one year)</li> <li>• 3%@55 - Hired on or after 06/01/2011 (highest three years)</li> <li>• 2.7%@57 – Hired on or after 01/01/2013 (highest three years)</li> </ul> <p>Sheriff's Office Association Miscellaneous Employees -</p> <ul style="list-style-type: none"> <li>• 2%@55 - Hired on or before 05/31/2011 (highest one year)</li> <li>• 2%@60 - Hired on or after 06/01/2011 (highest three years)</li> <li>• 2%@62 – Hired on or after 01/01/2013 (highest three years)</li> </ul> <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 not be considered a "New Member" and would receive the retirement formula in place prior to 01/01/2013.</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, said employee may be paid in cash for one-half of the number of accrued sick leave hours up to a maximum payoff of 500 hours with the balance going toward PERS service credit.
ScholarShare 529	Tax deferred dependent college savings plan
Sick Leave:	12 days per year
Shift Differential	An employee assigned to work a swing shift will be paid an additional seventy-five cents (\$0.75) per hour over their regular base rate of pay for working such shift. For purposes of this subsection, an employee works swing shift if his or her assigned work day commences at or after 3:00 p.m. but before 8:00 p.m. the same day. An employee assigned to work a graveyard shift will be paid

# Amador County Sheriff's Office Association Employee Benefits

October 1<sup>st</sup>, 2022 – September 30<sup>th</sup>, 2026

	an additional one dollar fifty cents (\$1.50) per hour over their regular base rate of pay for working such shift. For purposes of this subsection, an employee works graveyard shift if his or her assigned work day commences at or after 8:00 p.m. but before 6:00 a.m. the following day.
Social Security/Medicare:	Full-time employees have Medicare deductions. Extra-help employees have Social Security & Medicare deductions. All Non-Sworn employees (miscellaneous) will have Social Security and Medicare deductions.
State Disability Leave	Mandatory employee deduction.
Uniform Allowance	Any employee required to wear an Amador County Sheriff's Office uniform while on duty shall be paid an allowance of \$46.16 bi-weekly.
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 bi-weekly)
Wellness Program	The County agrees to provide up to \$100.00 per calendar year cost reimbursement for employees who participate in an approved physical fitness or weight loss program.
Wage Information	<ul style="list-style-type: none"> <li>• 10/1/2022 – 6% to base wage</li> <li>• 10/1/2023 – 3% to base wage</li> <li>• 10/1/2024 – 3% to base wage</li> <li>• 10/1/2025 – 3% to base wage</li> </ul> <p style="text-align: right;">5% to base wage for Dispatch</p>

\* This is for informational purposes only; refer to your association or bargaining unit MOU for specific details and clarification.

\*\* This Bargaining Group offers other benefits through their association. Please check with the SOA representative for additional benefits.