

# Amador County Deputy District Attorney Association Benefits

October 1<sup>st</sup>, 2023 – September 30<sup>th</sup>, 2026

Active Employees Medical/Dental/Vision	The County offers employees the option of participating in the PERS Health Plan. The County pays 90% of the premium, and the employee pays 10% through a payroll deduction. If an employee is covered by major medical insurance other than the County's insurance, they will receive cash in-lieu of insurance. The County offers Delta Dental for the employee's dental coverage and Vision Service Plan for the employee's vision coverage.
Aflac	Supplemental Insurance Programs available to employees at their own cost through a 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.
Bar Dues	The County shall pay for employees State Bar Association dues for the employee to practice law in California.
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 ACDDAA 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 <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.
Floating Holidays	2 days per year. (Columbus Day & Christmas Eve)
Holiday Leave:	10 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 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= 10.390%
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	5 days per year.
Retiree Medical/Dental/Vision Insurance	Retired employees are able to participate in CalPERS health with a portion paid by the County. They may also participate as retirees in the County's dental and vision insurance at their own cost.
Retirement (Tax Deferred) Benefits:	California Public Employees' Retirement System (CalPERS) Tiers: <ul style="list-style-type: none"> <li>• 2%@50 - Hired before 04/01/2011 (highest one year)</li> <li>• 2%@55 - Hired on or after 01/01/2011 (highest three years)</li> <li>• 2%@57 - 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 be considered a "Classic Member" and would receive the retirement formula in place prior to 01/01/2013 (2%@55, 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.
ScholarShare 529	Tax deferred dependent college savings plan
Sick Leave:	12 days per year.
Social Security/Medicare:	Full-time employees have Medicare deductions. Extra-help employees have Social Security & Medicare deductions.
State Disability Leave	Mandatory employee deduction.
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. May cash out up to 40 hours per year as long as employee has taken 5 consecutive 8 hour days in the prior year and have a balance of at least 120 hours after vacation payoff has been made.

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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"><li>• 10/1/2024 – 3% increase to base wage</li><li>• 10/1/2025 – 3% increase to base wage</li></ul>

\* 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 ACDDAA representative for additional benefits.