

# Amador County Sheriff's Office Mid Management Association Employee Benefits

October 1<sup>st</sup>, 2022 – September 30<sup>th</sup>, 2026 (side letter extension)

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 SOMMA 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 x 12/26 = \$23.08
Education/POST Incentives	<p>Education: An employee who possesses an Associate Degree or who has completed sixty (60) units by an accredited college or university will receive an hourly premium equal to 2.5% of his or her regular base pay. An employee who possesses a Bachelor's Degree will receive an hourly premium equal to 5% of his or her regular base pay.</p> <p>POST: If an employees is awarded and possesses a valid POST Supervisory Certificate they will receive a 2.5% If an employee is awarded and possesses a POST Management Certificate the employee will receive an additional 2.5% increase.</p> <p>*In no event shall the education or POST certificate incentives be greater than 5% total.*</p>
Educational Cost Reimbursement	Up to \$2500 Reimbursement for successfully completing college-level courses approved by the Sheriff, District Attorney and/or Chief Probation Officer
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

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	hours. Any unused holiday leave bank shall be paid off in cash after the end of each calendar year.
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= 2.50%, 10 years= 5.063%, 15 years= 7.70% and 20 years= 10.390%. (Special compensation is calculated on the combined rate of base pay PLUS longevity for eligible employees.)
Management Leave:	Mid-Management shall earn management leave at 1.5384 hours each pay-period for every 80 hours worked up to a maximum of 40 hours per year.
Medical/Dental/Vision	The County offers employees the option of participating in one of the health plans CalPERS offers, Delta Dental PPO for dental coverage and VSP for vision coverage. Employees receive a monthly benefit allowance to help cover their premiums. If an employee is covered by major medical insurance other than the County's insurance, they may receive cash in-lieu of insurance.
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.
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:	California Public Employees' Retirement System (CalPERS) <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> <li>•</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.

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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 only. Extra-help employees have Social Security & 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 a monthly allowance of \$100.00.
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>• 9/18/2022 – 6% wage increase</li> <li>• 10/1/2023 – 3% wage increase</li> <li>• 7/1/2024 – 5% wage increase</li> <li>• 10/1/2024 – 3% wage increase</li> <li>• 10/1/2025 – 3% wage increase</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 SOMMA representative for additional benefits.