

# Amador County Deputy Sheriff's 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 (extended family defined in Appendix A in the DSA 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.
Canine Program	Sheriff employees who have been approved to house police dogs will be reimbursed for actual expenses incurred, etc. Refer to DSA MOU section 25.25 for specifics .
Cell Phones	Reimbursement of \$45-\$75 per month, will be reimbursed bi-weekly for employee who carries his or her personal cell phone for use when performing his or her duties <u>or</u> the Sheriff/District Attorney may issue a department cell phone if that is the case than reimbursement for personal cell phone will cease.
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. $\$50.00 \times 12/26 = \$23.08$
Education Incentive	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. *In no event shall the hourly premium be greater than 5% for this incentive. *
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.

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Hazardous Duty	<p>"Hazardous duty" means a designated employee being assigned to, and participating in, an action of the Sheriff's Office dive team, or the SWAT team ("Designated Team Member" hereinafter). A Designated Team Member assigned to, and participating in, hazardous duty (not training) shall be paid a thirty dollar (\$30.00) stipend for any calendar month in which said Designated Team member has been on hazardous duty. If a Designated Team member participates in more than one (1) hazardous duty action in any calendar month, he or she shall be entitled to a fifty dollar (\$50.00) stipend. In order to qualify for the stipend, a Captain, the Undersheriff, or the Sheriff must approve the Designated Team member having participated in the hazardous duty and must identify the specific action and its case number when submitting to the Auditor the request for the stipend.</p>
Holiday Leave:	<p>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.</p>
Jury Duty Leave	<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>
Longevity	<p>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.)</p>
Medical/Dental/Vision	<p>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.</p>
Paid Family Leave	<p>Mandatory employee deduction.</p>
Pay Dates	<p>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.</p>

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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:</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>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 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
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 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.
Sick Leave:	12 days per year
Social Security/Medicare:	Full-time employees have Medicare deductions. Extra-help employees have Social Security & Medicare deductions.

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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>• 9/18/2022 - 6% increase to base wage</li> <li>• 10/1/2023 - 3% increase to base wage</li> <li>• 7/01/2024 – 5% increase to base wage</li> <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 DSA representative for additional benefits.