

# Amador County Probation Officer's Association Employee Benefits

October 1<sup>st</sup>, 2021 – 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 POA 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.
Holiday Leave:	12 days per year (includes one floating holiday due to Christmas Eve Court operations) When a holiday falls on an employee's regular day off the employee will be credited with either 8 or 10 hours of holiday leave according to their assigned schedule.
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 10, 15 and 20 continuous years of regular service. At the completion of each benchmark, the employee will receive: 10 years= 2.5%, 15 years= 5.063% and 20 years= 7.7%. (Special compensation is calculated on the combined rate of base pay PLUS longevity for eligible employees.)

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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 Vision Service Plan 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.
Retirement (Tax Deferred) Benefits:	<p>California Public Employees Retirement System (CalPERS) Tiers for Safety employees employees are as follows:</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.

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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
Sick Leave:	12 days per year
Social Security/Medicare:	Full-time employees have Medicare deductions only. Miscellaneous and extra-help employees have Social Security & Medicare deductions.
State Disability Leave	Mandatory employee deduction.
Uniform Allowance	A one-time payment of \$500 for initial purchase of approved uniforms prescribed by the Probation Department Policy. Thereafter, beginning the 13 <sup>th</sup> month following initial purchase an allowance of \$41.66 per month will begin.
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
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 approved by Human Resources.
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>• 7/1/2024 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 just a brief snapshot of benefits. Refer to the POA MOU for detailed information.  
This document can be found at [www.amadorgov.org](http://www.amadorgov.org) or on the employee internal site.

Additional benefits are available to POA members through their association. Please contact your association President for more benefit information.