

## Amador County Confidential Employee Benefits

Aflac	Supplemental Insurance Programs available to employees at their own cost through payroll deduction.
Bereavement Leave	Employees will be granted up to 5 days of leave if a member of their extended family (extended family defined in Appendix A in the SEIU MOU) passes away. Three of the days will not be charged against the employee's available sick leave.
Deferred Compensation	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.
Employee Assistance Program	An 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
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.
Liberty Mutual Insurance	Employees have the option of purchasing Liberty Mutual auto and home insurance through payroll deduction.
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.
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 7.70%, 20 years=10.390%,
Sick Leave	12 days per year
Paid Family Leave	Mandatory employee deduction.
State Disability Leave	Mandatory employee deduction.
Social Security/Medicare	Employee share of cost – 6.20 % for Social Security and 1.45% for Medicare for a total of 7.65%
Professional Leave	Some Confidential Classifications will accrue up to 5 days of professional leave each calendar year. (for a list of classifications and conditions for this leave, please see the Confidential Resolution)

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Medical/Dental/Vision	The County offers the following health, dental and vision options to all permanent full-time and part-time employees: Blue Shield Spectrum PPO, Delta Dental PPO and Vision Service Plan. For full-time employees, the County pays 87.5% of the premium and the employee pays 12.5% and for part-time employees the County's contribution is pro-rated based on the number of hours the employee works per month. If an employee is covered by major medical insurance other than the County's insurance they may receive cash in-lieu of insurance. The first deduction for benefits may be more or less due to your start date.
Retiree Medical/Dental/Vision Insurance	Retired employees are allowed to participate in the County's health, dental and vision insurance at their own cost.
Retirement (Tax Deferred) Benefits	<p>California Public Employees' Retirement System (CalPERS)</p> <ul style="list-style-type: none"> <li>• 2%@55 for Confidential Unit employees - Hired on or before 05/31/2011 (highest one year)</li> <li>• 2%@60 for Confidential Unit employees - Hired on or after 06/01/2011 (highest three years)</li> <li>• 2%@62 for Confidential Unit employees – 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" and would receive the retirement formula in place prior to 01/01/2013 (2%@60, highest three years).</p>
Retirement Sick Leave Conversion	Upon retirement only, an employee may convert their remaining sick leave balance into PERS service credit
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.
Sick Leave Payoff	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.
Vacation	1-9 years of service – 16 days/year; 10 plus years of service - 21 days/year (credited monthly).
Vacation Payoff	An employee may elect to be paid off in cash (up to 40 hours only) provided the criteria outlined in Amador County Policy 2-230 have been met.
Assist-To-Own	Down Payment Assistance up to 5.5% No first-time homebuyer requirement to qualify. Must be principal residence.

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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 approved by Human Resources.
Wage Information	<ul style="list-style-type: none"><li>• 9/18/2022 – 4% Increase to base wage</li><li>• 10/01/2023 – 4% Increase to base wage</li></ul>