Amador County Management 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 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 the section 457 deferred compensation account of each employee who contributes at least $23.08 dollars per pay period (based on 26 pay periods per year) to their deferred compensation. In the years where there is an additional pay period (27 pay periods), the County will contribute $22.22 per pay period up to $600 annually to the section 457 deferred compensation account of each employee who contributes at least $22.22 per pay period up to $600 annually. Deductions are made pre-tax and are processed through a payroll deduction.
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, 20 and 25 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%, 20 years= 10.390%, 25 years= 13.15%
Medical/Dental/Vision	The County offers the following health, dental and vision options to all permanent full-time and part-time employees with the exception of the Undersheriff and Chief Probation Officer (health option only): Blue Shield Spectrum PPO, Delta Dental PPO and Vision Service Plan. The Sheriff who has the option of CalPERS Health Choice options. The County pays for 97.5% and the employee pays 2.5% of the cost. 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.
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	California Public Employees' Retirement System (CalPERS) – Tiers • 2%@55 for Management employees - Hired on or before 05/31/2011 (highest one year) • 2%@60 for Management employees - Hired on or after 06/01/2011 (highest three years) • 2%@62 for Management employees – Hired on or after 01/01/2013 (highest three years) • 3%@50 for Undersheriff & Chief Probation Officer - Hired on or before 05/31/2011 (highest one year) • 3%@55 for Undersheriff & Chief Probation Officer - Hired on or after 06/01/2011 (highest three years) • 2.7%@57 for Undersheriff & Chief Probation Officer – Hired on or after 01/01/2013 (highest three years) • 2%@50 for Chief Assistant DA - Hired on or before 12/31/2011 (highest one year) • 2%@55 for Chief Assistant DA – Hired on or after 01/01/2012 (highest three years) • 2%@57 for Chief Assistant DA – Hired on or after 01/01/2013 (highest three years) 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.
Safety Shoe Allowance	Employees required to wear safety shoes will be reimbursed up to $170.00 per year for replacement shoes.
Sick Leave	12 days per year
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.
Social Security/Medicare	Employee share of cost – 6.20 % for Social Security and 1.45% for Medicare 7.65%. Law Enforcement employees do not pay into Social Security.
Management Leave	5 days per year
State Disability Leave	Mandatory employee deduction.
Vacation	Employees earn 24 days per year.
Vacation Payoff	An employee may be paid off in cash up to (40 hours only) provided, however, that the criteria outlined in Policy #2-230)
Assist-To-Own	Down Payment Assistance up to 5.5% No first-time homebuyer requirement to qualify. Must be principal residence.
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	• 9/18/2022 – 4% Increase to base wage • 10/01/2023 – 4% Increase to base wage