

Amador County SEIU 1021 Employee Benefits

September 18th, 2022 – October 1st, 2023

Retirement (Tax Deferred) Benefits	<p>California Public Employees' Retirement System (CalPERS) Three Tiers</p> <ul style="list-style-type: none"> • 2%@55 for SEIU 1021 employees - Hired on or before 05/31/2011 (highest one year) • 2%@60 for SEIU 1021 employees - Hired on or after 06/01/2011 (highest three years) • 2%@62 for SEIU 1021 employees – Hired on or after 01/01/2013 (highest three years) <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 Member" and would receive the retirement formula in place prior to 01/01/2013 (2%@60, highest three years).</p>
Longevity	<p>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%.</p>
Retirement Sick Leave Payout	<p>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.</p>
Retirement Sick Leave Conversion	<p>Upon retirement only, an employee may convert their remaining sick leave balance into PERS service credit.</p>
Social Security/Medicare	<p>Employee share of cost – 6.20 % for Social Security and 1.45% for Medicare for a total of 7.65%.</p>
Vacation	<p>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 each pay period.</p>
Vacation leave conversion	<p>An employee may elect to convert up to 24 hours of vacation to a cash payment, payable in October when elected in October of the previous year.</p>
Sick Leave	<p>12 days per year.</p>
Holiday Leave	<p>12 days per year.</p>
Professional Leave	<p>Professional Employees in the SEIU 1021 Unit will accrue up to 5 days of professional leave each calendar year. Part-time professional employees shall receive 5 pro-rated days of leave each year based on the hours worked (for a list of the Professional Employees and conditions for this leave, please see Appendix B of the SEIU MOU).</p>
Bereavement Leave	<p>Employees will be granted 5 days of leave if a member of their extended family (extended family defined in Appendix A in the SEIU MOU) family passes away. Three of the days will not be charged against the employee's available sick leave.</p>

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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.
Active Employees Medical/Dental/Vision	The County offers the following health, dental and vision options to all permanent full-time and part-time employees: Blue Shield 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%. For part-time employees, the County's contribution is prorated based on the number of hours the employee works per pay period. If an employee is covered by major medical insurance other than the County's insurance they may receive cash in-lieu of insurance.
Retiree Medical/Dental/Vision Insurance	Retired employees are allowed to participate in the County's health, dental and vision insurance at their own cost.
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.
State Disability Leave	Mandatory employee deduction.
Paid Family Leave	Mandatory employee deduction.
Employee Assistance Program	An employee assistance counseling service available to employees and their dependents.
Deferred Compensation-457 plans	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.
Flexible Spending Account	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.
AFLAC	Supplemental Insurance Programs available to employees at their own cost through payroll deduction.
Liberty Mutual Insurance	Employees have the option of purchasing Liberty Mutual auto and home insurance through payroll deduction.
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.

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Uniform Allowance	SEIU Employees in the Sheriff and Probation departments will receive a monthly stipend of \$40 per month, beginning after one year of employment, for maintenance of uniform clothing. New employees will be reimbursed up to \$300 for required clothing.
Assist-To-Own	Down Payment Assistance up to 5.5% No first-time homebuyer requirement to qualify. Must be principal residence.
Safety Shoe Allowance	Employees required to wear safety shoes will be reimbursed up to \$185.00 per year for replacement shoes.
Wage Information	<ul style="list-style-type: none">• 9/18/2022 – 4% Increase to base wage• 10/01/2023 – 4% Increase to base wage