

# Amador County Sheriff's Office Association Employee Benefits

October 1<sup>st</sup>, 2022 – September 30<sup>th</sup>, 2025

AFLAC	Supplemental Insurance Programs available to employees at their own cost through payroll deduction.
Bereavement Leave	A regular employee shall be granted paid leave of absence, not to exceed five (5) days on account of the death of any member of his/her immediate family. A regular employee shall be granted up to three (3) days of paid bereavement leave on account of the death of any member of his/her extended family. Employees may extend bereavement leave by using an additional two (2) paid sick leave days.
Deferred Compensation	A deferred compensation plan is available to employees through payroll deduction. Deductions are made pre-tax. The County will match an employee's contribution up to \$23.08 per pay period.
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 Compensation for full time employees assigned to a 10-hour four day workweek shall accrue 10 hours holiday leave for each holiday and full time employee assigned to an 8 hour five day workweek shall accrue 8 hour holiday leave for each holiday. Part-time holidays are pro-rated based on whether the part-time employee is 8 hour or 10 hour. Any unused holiday leave bank shall be paid off in cash after the end of each calendar 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.
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= 7.7% and 20 years= 10.39%. (Special compensation is calculated on the combined rate of base pay PLUS longevity for eligible employees.)
Miscellaneous Benefits	This Bargaining Group offers other benefits through their association. Please check with the SOA President for more information.
Paid Family Leave	Mandatory employee deduction.

# Amador County Sheriff's Office Association Employee Benefits

October 1<sup>st</sup>, 2022 – September 30<sup>th</sup>, 2025

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) –</p> <p>Tiers for Safety employees and tiers for Miscellaneous employees are as follows:</p> <p>Sheriff's Office Association 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>Sheriff's Office Association Miscellaneous Employees -</p> <ul style="list-style-type: none"> <li>• 2%@55 - Hired on or before 05/31/2011 (highest one year)</li> <li>• 2%@60 - Hired on or after 06/01/2011 (highest three years)</li> <li>• 2%@62 – 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.
Retirement Sick Leave Payout	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.
Sick Leave:	12 days per year
Social Security/Medicare:	Full-time employees have Medicare deductions. Extra-help employees have Social Security & Medicare deductions.
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)

# Amador County Sheriff's Office Association Employee Benefits

October 1<sup>st</sup>, 2022 – September 30<sup>th</sup>, 2025

---

---

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 an approved physical fitness or weight loss program.
Wage Information	<ul style="list-style-type: none"><li>• 10/1/2022 – 6% to base wage</li><li>• 10/1/2023 – 3% to base wage</li><li>• 10/1/2024 – 3% to base wage</li></ul>

\* This is for informational purposes only; refer to your association or bargaining unit MOU for specific details and clarification.