

# Amador County Sheriff's Office Mid Management

## Association Employee Benefits

October 1<sup>st</sup>, 2020 – September 30<sup>th</sup>, 2022

Aflac	Supplemental Insurance Programs available to employees at their own cost through payroll deduction.
Bereavement Leave	Employees will be granted 5 days of leave if a member of their immediate family 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 to each employee who contributes at least \$23.08 to his or her deferred compensation account for the same pay period. Deductions are made pre-tax and are processed through a payroll deduction.
Employee Assistance Program (EAP)	Employee Assistance Program (work and life services) available to employees and eligible dependents.
Education/POST Incentives	<p>Education: An employee who possesses an Associate Degree or who has completed sixty (60) units by an accredited college or university will receive an hourly premium equal to 2.5% of his or her regular base pay. An employee who possesses a Bachelor's Degree will receive an hourly premium equal to 5% of his or her regular base pay.</p> <p>POST: If an employees is awarded and possesses a valid POST Supervisory Certificate they will receive a 2.5% If an employee is awarded and possesses a POST Management Certificate the employee will receive an additional 2.5% increase.</p> <p>*In no event shall the education or POST certificate incentives be greater than 5% total.*</p>
Educational Cost Reimbursement	Up to \$2500 Reimbursement for successfully completing college-level courses approved by the Sheriff, District Attorney and/or Chief Probation Officer
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:	<p>12 days per year</p> <p>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</p>

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	8 hour or 10 hour. Any unused holiday leave bank shall be paid off in cash after the end of each calendar year.
Liberty Mutual Insurance:	Employee's 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= 2.50%, 10 years= 5.063%, 15 years= 7.70% and 20 years= 10.390%. (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 SOMMU President for more information.
Paid Family Leave:	Mandatory employee deduction.
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:	California Public Employees' Retirement System (CalPERS) <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> <li>•</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 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:	12 days per year
Social Security/Medicare:	Full-time employees have Medicare deductions only. Extra-help employees have Social Security & Medicare

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	deductions.
State Disability Insurance program:	Mandatory employee deduction.
Uniform Allowance:	Any employee required to wear an Amador County Sheriff's Office uniform while on duty shall be paid a monthly allowance of \$70.00.
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)
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.
Assist-To-Own	Down Payment Assistance up to 5.5% No first-time homebuyer requirement to qualify. Must be principal residence.
Wage Information	<ul style="list-style-type: none"><li>• 7/31/2021- 2.0% increase of base wage</li></ul>