

Amador County Deputy Sheriff's Association Employee Benefits

October 1st, 2022 – September 30th, 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.
Canine Program	Sheriff employees who have been approved to house police dogs will be reimbursed for actual expenses incurred, etc. Refer to DSA MOU for specifics.
Cell Phones	Reimbursement of \$45-\$75 per month, will be reimbursed bi-weekly for employee who carries his or her personal cell phone for use when performing his or her duties <u>or</u> the Sheriff/District Attorney may issue a department cell or smart phone if that is the case than reimbursement for personal cell phone will cease.
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.
Education Incentive	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. *In no event shall the hourly premium be greater than 5% for this incentive. *
Employee Assistance Program (EAP)	Employee Assistance Program (work and life services) available to employees and eligible 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.
Hazardous Duty	"Hazardous duty" means a designated employee being assigned to, and participating in, an action of the Sheriff's Office dive team, or the SWAT team ("Designated Team Member" hereinafter). A Designated Team Member assigned to, and participating in, hazardous duty (not training) shall be paid a thirty dollar (\$30.00) stipend for any calendar month in which said Designated Team member has been on hazardous duty. If a Designated

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	Team member participates in more than one (1) hazardous duty action in any calendar month, he or she shall be entitled to a fifty dollar (\$50.00) stipend. In order to qualify for the stipend, a Captain, the Undersheriff, or the Sheriff must approve the Designated Team member having participated in the hazardous duty and must identify the specific action and its case number when submitting to the Auditor the request for the stipend.
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.)
Medical/Dental/Vision	The County offers employees the option of participating in one of the health plans CalPERS offers, Delta Dental PPO for dental coverage and Vision Service Plan for vision coverage. Employees receive a monthly benefit allowance to help cover their premiums. If an employee is covered by major medical insurance other than the County's insurance, they may receive cash in-lieu of insurance.
Miscellaneous Benefits	This Bargaining Group offers other benefits through their association. Please check with the DSA 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)

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Retirement Benefits:	(Tax Deferred)	<p>California Public Employees' Retirement System (CalPERS)</p> <p>– Tiers for Safety employees:</p> <ul style="list-style-type: none"> • 3%@50 - Hired on or before 05/31/2011 (highest one year) • 3%@55 - Hired on or after 06/01/2011 (highest three years) • 2.7%@57 – 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 (3%@55, 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.
Shift Differential		An employee assigned to work a swing shift will be paid an additional seventy-five cents (\$0.75) per hour over their regular base rate of pay for working such shift. For purposes of this subsection, an employee works swing shift if his or her assigned work day commences at or after 3:00 p.m. but before 8:00 p.m. the same day. An employee assigned to work a graveyard shift will be paid an additional one dollar fifty cents (\$1.50) per hour over their regular base rate of pay for working such shift. For purposes of this subsection, an employee works graveyard shift if his or her assigned work day commences at or after 8:00 p.m. but before 6:00 a.m. the following day.
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)

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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">• 10/1/2022 6% to base wage• 10/1/2023 3% to base wage• 10/1/2024 3% to base wage

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