

Amador County Probation Officer's Association Employee Benefits

October 1st, 2021 – September 30th, 2023

Aflac	Supplemental Insurance Programs available to employees at their own cost through payroll deduction.
Bereavement Leave	Employee's will be granted 5 days of leave if a member of their extended family passes away (extended family defined in Appendix A). 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 month to each employee who contributes at least \$23.08 to his or her deferred compensation account for the same month. 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 (includes one floating holiday due to Christmas Eve Court operations) When a holiday falls on an employee's regular day off the employee will be credited with either 8 or 10 hours of holiday leave according to their assigned schedule.
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 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%. (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.

Amador County Probation Officer's Association Employee Benefits

October 1st, 2021 – September 30th, 2023

Miscellaneous Benefits	This Bargaining Group offers other benefits through their association. Please check with the POA 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:	<p>California Public Employees Retirement System (CalPERS)</p> <p>–</p> <p>Tiers for Safety employees employees are as follows:</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:</p> <p>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>
Sick Leave Cash-out	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 only. Miscellaneous and extra-help employees have Social Security & Medicare deductions.
State Disability Leave	Mandatory employee deduction.
Uniform Allowance	A one-time payment of \$500 for initial purchase of approved uniforms prescribed by the Probation Department Policy. Thereafter, beginning the 13 th month following initial purchase an allowance of \$41.66 per month will begin.
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 biweekly)

Amador County Probation Officer's Association Employee Benefits

October 1st, 2021 – September 30th, 2023

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	<ul style="list-style-type: none">• 9/19/2021 – 3.5% increase• 9/18/20221 – 2.5% increase