

SOLANO COUNTY

2025 BENEFITS SUMMARY

UNIT 82, 87, 89, 90

Represented Extra Help Employees

Note: County contributions and benefits listed within this document are effective for the 2025 calendar year.

This is only a summary of benefits. Benefits are governed by the Personnel and Salary Resolution, any applicable collective bargaining agreement, or the plan documents issued by the carrier or provider. Benefits are subject to change.

PAY AND TIME OFF

At Solano County, all employees are paid on a bi-weekly basis on Friday. We have a direct deposit program, which all employees are required to participate in.

The following are mandated deductions from employees' paychecks:

- **Social Security Taxes:** Employees, except Unit 90 who are enrolled in the CalPERS pension program, are required to pay into Social Security. This system requires contribution by both the employee (6.2%) and employer (6.2%) based on employee's earnings, to a maximum of \$176,100 per year.
- **Medicare Taxes:** All employees pay into Medicare. Currently, there are federally mandated contributions for both the employee (1.45%) and the employer (1.45%) based on employee's earnings.

As an extra help employee, you may not work more than 999 hours in a fiscal year for all CalPERS employees. It is anticipated that you will typically work not more than 29 hours per week. If you are a CalPERS retiree, you may not work more than 960 hours in a fiscal year, and continued employment is dependent upon approval of the Human Resources Director.

PAID TIME OFF

Employees shall accrue paid time-off (PTO) at the rate of 0.034 hours of PTO earned for every full hour worked. PTO is in lieu of any other type of paid leave or holiday time off.

MEDICAL INSURANCE

For employees eligible for employer-sponsored health insurance under the County's Affordable Care Act policies/procedures, the maximum County contribution toward CalPERS medical insurance is \$1,851.86 per month.

Note: Most extra help employees do not qualify for this benefit.

RETIREMENT

Extra help employees are not eligible for enrollment in the California Public Employees' Retirement System (CalPERS) pension program unless they are already a member of CalPERS or they work 1,000 hours in a fiscal year (July 1 – June 30). Extra help employees who are already CalPERS members, or upon completion of 1,000 hours in a fiscal year, will be enrolled in CalPERS and subject to employee payment toward the pension plan.

OTHER BENEFITS

Solano County has many benefits to offer all of which are outlined in the Personnel and Salary Resolution. For more information regarding benefits that Solano County has to offer, please feel free to contact the Human Resources Analyst for the recruitment you are applying or your assigned Human Resources Benefits Assistant if you are a current employee.

ADDITIONAL INFORMATION

For additional information, scan the QR code.

