

# SOLANO COUNTY

## 2021 BENEFITS SUMMARY

### UNIT 62

#### Senior Management Non Safety

*Note: County contributions and benefits listed within this document are effective for the 2021 calendar year.*

*Part-time employees working at least 20 hours per week are eligible to participate in the County's benefits plans. Contributions are prorated based on the full-time equivalency.*

*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:

- **State Disability Insurance (SDI):** Employees are required to pay the full cost, which is currently 1.2% up to a maximum salary of \$128,298.
- **Social Security Taxes:** Employees 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 \$142,800 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.

Solano County wants to provide the best benefits for employees, which includes time off and a work life balance.

### HOLIDAYS

The County offers 12 full-fixed paid holidays per year:

- January 1 – New Year's Day
- The third Monday in January – Martin Luther King, Jr.'s, Birthday
- February 12 - Lincoln's Birthday
- The third Monday in February - Washington's Birthday
- The last Monday in May - Memorial Day
- July 4 - Independence Day
- The first Monday in September - Labor Day
- The second Monday in October - Columbus Day
- November 11 - Veterans' Day
- Thanksgiving Day – 4th Thursday in November
- Friday - the day after Thanksgiving Day
- December 25 - Christmas Day

Additionally, the County offers two (2) partial-fixed paid holidays per year where employees are provided four (4) hours of holiday pay to supplement their workday:

- December 24 – Christmas Eve
- December 31 – New Year's Eve

Employees in this unit are also provided an additional one (1) Floating Holiday per year that may be used at any time during the calendar year.

### VACATION

Currently, employees in this unit start accruing 4.62 hours per pay period which is equivalent to three (3) full weeks of time off accrued per year. This rate increases to 6.16 hours per pay period after 260 full-time pay periods.

Annually, employees may cash out up to 80 hours of vacation leave.

### SICK LEAVE

Full time employees earn 3.70 hours per pay period. There is no limit on the maximum Sick Leave Accrual.

### ADMINISTRATIVE LEAVE

Effective July 1<sup>st</sup> of each year, employees are granted 80 hours of Administrative Leave. Unused Administrative Leave at the end of the Fiscal Year is converted and paid into a *Retirement Health Savings* account in early July.



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# MEDICAL, VISION, DENTAL, & LIFE INSURANCE

Solano County offers options for Medical, Vision, Dental, and Life insurance all of which are effective the first of the month following date of hire. For additional information regarding the type of insurance provided, please refer to the resources page (see QR code at the end of the summary).



### MEDICAL INSURANCE

Solano County offers a wide range of choices through CalPERS health program. The maximum County contribution for family coverage for the 2021 calendar year is \$1,586.60 per month. If the medical plan costs are less than \$1,586.60 per month, employees will receive the difference as taxable earnings to a maximum of \$334.58.

Employees enrolled in employee plus two or more coverage receive a \$50.00 per month supplemental County contribution into the cafeteria plan.

Employees who waive CalPERS medical coverage due to alternate group medical insurance are eligible to receive a taxable earnings equivalent to \$500 less the CalPERS Minimum Employer Contribution (\$357.00 per month for 2021 calendar year).

### VISION INSURANCE

The County pays for the standard Vision Plan which is \$13.14 per month, per employee and employees have the option to purchase an enhanced vision plan for an additional cost of \$10.42 per month.



### DENTAL INSURANCE

Employees have two Dental Plan options with the County paying 100% of the cost. The County pays a maximum of \$97.10 per month per employee for the 2021 calendar year.

### LIFE INSURANCE

Solano County offers life insurance at 1.5 times the employee's base yearly earnings to a maximum of \$350,000. Life insurance is paid by the County at a cost of \$0.142 per \$1,000 of coverage. Employees may purchase supplemental life insurance up to three times the employee's base yearly earnings to a maximum of \$500,000 and \$250,000 for spouses with cost based on age.



# RETIREMENT

## CalPERS PENSION

This position is covered by a pension program provided by the State of California Public Employees' Retirement System (PERS). Employees will be enrolled in one of the following benefit formulas based on eligibility:

Employees who have never been a member of any public retirement system prior to January 1, 2013, or who have moved between retirement systems and were not subject to reciprocity, or who have moved between public employers within a public retirement system after a break in service that is greater than six months are eligible for a miscellaneous retirement plan of the **2% at age 62** benefit formula. The employee contribution rate for the **2% at age 62** benefit is 6.75%, all of which is paid by the employee as a pre-tax deduction.

Employees entering membership in Solano County's miscellaneous retirement plan on or after May 4, 2012 but before January 1, 2013, or who have moved between public employers within a public retirement system with a break in service that is less than six months are eligible for a **2% at age 60** benefit formula. The employee contribution rate for the **2% at age 60** benefit is 7%, all of which is paid by the employee as a pre-tax deduction.

Employees entering membership in Solano County's miscellaneous retirement plan prior to May 4, 2012 are eligible for a **2.7% at age 55** benefit formula. The employee contribution rate for the **2.7% at age 55** benefit is 8%, all of which is paid by the employee as a pre-tax deduction.

The employer rate for Fiscal Year 2020/2021 is 27.191%.

For Fiscal Year 2021/2022, the employer rate is scheduled to increase to 28.96%.

## DEFERRED COMPENSATION

### 457(b) Plan

All regular and limited term employees are eligible to participate in a 457(b) plan provided through Nationwide. The County contributes a dollar-for-dollar match to a maximum of \$5 per pay period. The 2021 normal maximum yearly total contribution is \$19,500; employees age 50 or older may contribute an additional \$6,500 per year.

### 401(a) Plan

Within sixty (60) calendar days from their date of hire, regular and limited term employees are eligible to make a one-time irrevocable election to participate in a 401(a) plan administered by Nationwide. The 401(a) plan provisions require mandatory employee contributions of 0%, 2%, 5%, 7.5%, 10%, 12.5%, 15%, 17.5%, 20%, 22.5%, or 25%.

## RETIREE HEALTH

The County offers a personal retirement health savings plan. Upon retirement from the County, 100% of accumulated unused sick leave accruals will be paid tax-free into this account. Money in the account may only be used for health care-related expenses eligible under Internal Revenue Code, Section 213.

## OTHER BENEFITS

Not only does Solano County provide the great benefits already mentioned, we also provide a wide variety of additional benefits



### FLEXIBLE SPENDING ACCOUNTS

The County offers three different Flexible Spending Accounts for Health Care Reimbursement, Dependent Care Reimbursement, and Transportation Expenses. Employees have the option to set aside funds on a pre-tax basis to cover qualified expenses.



### LONGEVITY PAY

Employees are eligible to receive an additional 2.5% longevity pay, per level, after the completion of continuous service at 10, 15, 20, 25, 30 and 35 years. Employees may receive credit for prior years of service employed with California cities, counties, joint power authorities and other special districts as approved by the Director of Human Resources and the County Administrator.

### LONG TERM DISABILITY

Long Term Disability insurance coverage is available to employees in this group. This benefit is paid for by the County at a cost of \$0.373 per \$100 of insured earnings. The maximum benefit is the lesser of 66.67% of basic salary or \$10,000, minus other income.



### EMPLOYEE ASSISTANCE PROGRAM (EAP)

The County provides an Employee Assistance Program through Anthem for employees and their eligible dependents. The EAP provides up to five free, confidential counseling sessions per incident for employee and/or eligible dependent(s) per fiscal year. The County pays 100% of the premium, which is \$1.43 per month, per employee.



### EDUCATIONAL ALLOWANCE

Tuition reimbursement is available to a maximum of \$2,000 per fiscal year. For additional information and what qualifies, please refer to the applicable MOU.

### OTHER

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 below.

