Executive Management
Non-Elected and Non-Safety

Effective 01/01/14

BENEFITS

Solano County employees are paid biweekly. All employees are required to participate in the direct deposit program.

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.

Medical Insurance
CalPERS medical insurance is effective the first of the month following date of hire. The maximum County contribution for family coverage for the 2014 calendar year $1,448.30 per month. If the medical plan costs are less than $1,448.30 per month employees will receive the difference as taxable earnings to a maximum of $334.58. 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 ($381.00 per month for 2014 calendar year).

Dental Insurance
Dental insurance is effective the first of the month following two months of continuous regular or limited term service. Employees have two Dental Plan options with the County paying 100% of the cost. The County pays a maximum of $104.00 per month per employee.

Vision Insurance
Vision insurance is effective the first of the month following three months of continuous regular or limited term service. The County pays for the standard Vision Plan which is $12.34 per month, per employee and employees have the option to purchase an enhanced vision plan for an additional cost of $9.76 per month.

Life Insurance
Life Insurance is effective the first of the month following six months of continuous service. The benefit is 1.5 times employee's base yearly earnings to a maximum of $350,000, and is paid by the County at a cost of $0.146 per $1,000 of coverage. Employees may purchase supplemental life insurance up to three times the employee's annual earnings to a maximum of $500,000 and $250,000 for spouses with the cost based on age.

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.

State Disability Insurance (SDI)

Employee pays full cost, currently 1.0% up to a maximum salary of $101,636.

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 $.444 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 MHN 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 $3.64 per month, per employee.

Retirement

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 62 benefit is 6.25%, 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 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 55 benefit is 8%, all of which is paid by the employee as a pre-tax deduction.

The employer rate for Fiscal Year 2013/14 is 16.72%. The employee contributes an additional 0.50% toward the employer rate cost. Effective September 28, 2014, this contribution will increase to a total of 1.00%.

Retiree Health

The County offers a personal Retirement Health Savings (RHS) account administered by ICMA Retirement Corporation. Upon retirement from the County, 100% of accumulated unused sick leave accruals will be paid tax-free into the RHS account. Money in the RHS account may only be used for health care-related expenses eligible under Internal Revenue Code, Section 213.

Social Security Taxes

All employees have Social Security coverage. This system requires contribution by both the employee (6.2%) and employer (6.2%) based on employees earnings, to a maximum of $117,000 per year. Also, all employees have coverage under Medicare, with federally mandated contributions by both the employee (1.45%) and the employer (1.45%) of the employee's earnings.

Deferred Compensation

All regular employees are eligible to participate in a 457 Deferred Compensation plan, with the choice of three providers. The County contributes a dollar-for-dollar match to a maximum of $5 per pay period. The 2014 normal, maximum yearly total contribution is $17,500; employees age 50 or older may contribute an additional $5,500 per year.

Education Allowance

Tuition reimbursement is available to a maximum of $1,100 per fiscal year.

Holidays

12 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

Vacation Accrual

Vacation Credits Per Pay Period	Maximum Earnable Vacation Accrual
6.16 hours	440 hours

Sick Leave Accrual

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 of each year, employees are granted 80 hours of Administrative Leave. Unused Administrative Leave at the end of the Fiscal Year (June 30) is converted and paid into the RHS in early July.

Note: County contributions and benefits listed above are effective for the 2014 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, and the plan documents issued by the carrier or provider. Benefits are subject to change.