



**Unit 82: Extra Help Nurses**  
**Unit 87: Extra Help Regulatory, Technical and General Services**  
**Employees**  
**Unit 89: Extra Help Clerical Employees**  
**Unit 90: Probation Employees**

Effective 01/01/20

**BENEFITS**

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

**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 \$1,044.88 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. The social security tax for employees in Unit 90 stops when employees are enrolled in the CalPERS pension program; however, they are still subject to the Medicare tax.

**Social Security Taxes**

All unit employees have Social Security coverage (except Unit 90 employees who are enrolled in the CalPERS pension program). This system requires contribution by both the employee (6.2%) and employer (6.2%) based on employees earnings, to a maximum of \$137,700 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.

**Paid Time Off (PTO)**

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.

**NOTE:** County contributions and benefits listed above are effective for the 2020 calendar year.

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.