

EMPLOYEE PERKS & INCENTIVES



The following are some of the perks and incentives you may be eligible for as a county employee.

Educational Reimbursement

The County of Humboldt encourages and supports employees to seek education and training which increase their job skills and development in their careers. As the county benefits from any increase in employee skill and competency, the county may provide reimbursement for courses and certification exams which are related to the employee's present position or promotion within county service. Caps of reimbursable costs range from \$600 - \$800 each fiscal year depending on your bargaining unit.

Paid Time Off

The county offers great opportunities for work-life balance through a generous paid time-off program. There are 14 observed county holidays, as well as the following depending on your bargaining unit:

- 2-3 Floating Holidays
- Administrative Leave
- Compensatory Time
- Paid Family Sick Leave
- Paid Bereavement Leave
- Ability to accrue Sick and Vacation Time

Incentive Pay

In addition to your base rate of pay, the county offers many opportunities to receive special incentive pay depending on your bargaining unit and job type. Here are some of the licenses, certifications, and divisions that may qualify you for an incentive payment:

- Professional Civil Engineer
- Lactation Consultants
- Child Welfare Services Division
- Lateral hiring incentives
- Bilingual Incentive Pay
- Class A Stipend
- ADA Coordinator and Certified Access Specialist Program (CASp) Stipend
- POST Incentives
- Shift Differential Pay
- Uniform/Tool Allowance and Tool Replacement
- Longevity Pay
- Public Service Loan Forgiveness

Interested? Apply Online Today!

Available job openings can be viewed online at:

<https://www.governmentjobs.com/careers/humboldtcountyca>



Visit Us

For specific eligibility questions, please contact Human Resources - Personnel at:
707-476-2349 or personnel@co.humboldt.ca.us | Scan the QR code to visit us online!



Apply Online

EMPLOYEE BENEFITS



At the County of Humboldt, we believe that great employees deserve great benefits. We're proud to offer a robust benefits package that provides security, peace of mind, and support for you and your family. From comprehensive healthcare coverage to retirement planning and work-life balance support, our benefits are designed to help you thrive both professionally and personally. Take a look at the valuable benefits listed below that you may be eligible for as an employee of the County of Humboldt.

Retirement

The County of Humboldt is a CalPERS reciprocal agency. CalPERS offers a defined benefit plan that both the employee and employer contribute to. After 5 years of service, you will be eligible for a guaranteed defined monthly benefit amount based on service and pay rate to begin as early as age 52. Additionally, employees may electively sign up for a Deferred Compensation plans through Empower and with CalPERS, saving for retirement either pre or post tax. County employees may also be eligible to pay into Social Security, which they may also benefit from during their retirement.

Employee Assistance Program (EAP)

The county contributes to your and your family's participation in 2 different EAP plans with up to 5 paid counseling sessions per plan per occurrence for you and your household members.

Life Insurance

The county pays for guaranteed life insurance, between \$5,000-\$20,000 depending on your bargaining unit.

Health, Vision, and Dental Insurance*

Health Insurance: The county will pay up to \$21,926 per calendar year towards your family's health insurance premium depending on your bargaining unit. There are also opt out payments available to qualifying employees.

Dental Insurance: The county will pay up to \$1,500 per calendar year towards yourself and \$1,500 per eligible dependent.

Vision Insurance: The county will pay up to \$210 per calendar year towards yourself and \$210 per eligible dependent.

**Listed rates are for 2026 plan year.*

Golden State Finance Authority (GSFA)

"Assist to Own" Down Payment

Assistance Program

If you are employed by County of Humboldt, you may qualify for Down Payment Assistance (DPA), up to 5.5%, to help you purchase or refinance a home in California. The "Assist-to-Own" Program, sponsored by GSFA, provides down payment and closing cost assistance (DPA), up to 5.5% of the Mortgage Loan Amount, combined with attractive interest rates for the Mortgage Loan itself.



For specific eligibility questions, please contact Risk Management at:
707-268-3669 or riskmgmt@co.humboldt.ca.us | Scan the QR code to visit us online!

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