



*Superior Court of California
County of San Luis Obispo
Benefits at a Glance
Management Unit 24*

Pay Practices

OASDI	6.20%	OASDI wages up to \$142,800 maximum
Medicare	1.45%	Medicare wages with no maximum
Overtime/Comp Time Earned	FLSA Exempt	
Pay Days	Biweekly	

Leave Provisions

Sick Leave	12 days/year	2080 hrs (260 days max accrual)
Sick Leave Exchange for Vac	80 hrs for 40 hrs	Per calendar year – Must have 5 years of service and maintain a 30-day balance
Holiday Pay	13 days/year	
Personal Leave	1 day/fiscal year	No carry over
Vacation (400 hrs cap)	10 days/year	Beginning of service to end of fourth year
	15 days/year	Beginning of fifth year to end of ninth year
	20 days/year	Over ten years of service
Vacation Cash-Out	40 hours/fiscal year	Maximum payoff of 400 hours
		Approval by CEO required
Jury Pay	Regular rate of pay	Must have 5 years of service and maintain a 200-hour balance
Military Leave	30 days/fiscal year	Regular pay while on jury duty – Cannot claim jury pay
Administrative Leave	6 days/fiscal year	
Bereavement Leave	3 days/occurrence	No carry over – Prorated based on hire date
Witness Pay	Regular rate of pay	Traveling over 400 miles one way, two additional days available
		Serving as a witness in a case relating to the employee's job

Benefits

Cafeteria Contribution	\$900/month \$1,150/month \$575/month	Employee only Employee plus one or more dependents Without Court-sponsored medical coverage
Health Insurance		Coverage for employee and dependents, including domestic partners
Vision Insurance		Optional for employee
Dental Insurance		Optional for employee
Basic Life Insurance	\$50,000 coverage	Employer paid policy
Supplemental Life Insurance		Employee paid – Optional
Dependent Life Insurance		Employee paid – Optional
Long Term Disability Insurance	66 2/3% of salary	90-day waiting period
Short Term Disability Insurance	66 2/3% of salary	Maximum \$1500/week, up to 12 weeks, 7-day waiting period
Workers' Compensation		
Deferred Compensation	Pretax deduction	Employee paid – Optional
Flexible Spending Accounts	Pretax deduction	Employee paid – Optional
		Medical and/or Dependent Care plans available
Wellness/Fitness	\$200/plan year	Annual allowance (taxable)
Tuition Reimbursement	\$300/fiscal year	
Employee Assistance Program (EAP)		Employer paid
Post Employment Health Plan (PEHP)		Tax-free defined contribution health arrangement that is funded with one-half of all outstanding sick leave balances distributed upon separation of employment; 5 years of service required

Retirement

<u>Tier 1</u>		
Court Retirement Contribution	30.45%	Rate x Hourly Rate x Hours worked
POB	6.03%	Rate x Hourly Rate x Hours worked

Tier 3
*Hires after 1/1/2013 enter Tier 3 Retirement Plan.
Shared contribution between Court and employee equaling 29.80%

Holidays

Thirteen paid holidays a year or any day appointed by the Governor for a public fast, thanksgiving or holiday

Updated: 01/2021