



*Superior Court of California
County of San Luis Obispo
Benefits at a Glance
Miscellaneous Unit 20*

Pay Practices

OASDI	6.20%	OASDI wages up to \$142,800 maximum
Medicare	1.45%	Medicare wages with no maximum
Overtime	Non-exempt	
Comp Time Earned	1.5 x's each hr worked	
Pay Days	Biweekly	

Leave Provisions

Sick Leave	12 days/year	2080 hours (260 days max accrual) – Paid out @ 50% up to 90 days and 5 years of service required
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 15 days/year 20 days/year	Beginning of service to end of fourth year Beginning of fifth year to end of ninth year Over ten years of service
Vacation Cash-Out	40 hours/fiscal year	Maximum payoff of 400 hours Approval by CEO required Must have 5 years of service and maintain a 200-hour balance
Jury Pay	Regular rate of pay	Regular pay while on jury duty – Cannot claim jury pay
Military Leave	30 days/fiscal year	
Bereavement Leave	3 days/occurrence	Traveling over 400 miles, two additional days available
Witness Pay	Regular rate of pay	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 employees and dependents, including domestic partners
Vision Insurance		Optional for employee
Dental Insurance		Optional for employee
Basic Life Insurance	\$30,000 coverage	Employer paid policy
Supplemental Life Insurance		Employee paid – Optional
Dependent Life Insurance		Employee paid – Optional
State Disability Insurance	1.2%	Employee paid – Weekly amount based on highest quarter earnings
Workers' Compensation		
Deferred Compensation	Pretax deduction	Optional for employee
Flexible Spending Accounts	Pretax deduction	Employee paid – Optional Medical and/or Dependent Care plans available
Tuition Reimbursement	\$300/fiscal year	
Employee Assistance Program (EAP)		Employer paid

Retirement

<u>Tier 1</u>		
Court Retirement Contribution	27.58%	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 26.93%

Holidays

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

EXAMPLE

Tier 3 Shared Contribution between Court and Employee equaling 24.97%

Employee Pension Trust Retirement Percentage (employee responsibility)

- 12.34%

Shared contribution

- $24.97\% - 12.34\% = 12.63\%$

New shared Contribution

- $12.63\% \div 2 = 6.32\%$ Court / 6.31% Employee

Employee Pension Trust Retirement Percentage

- $12.34\% + 6.31\% = 18.65\%$

Employer share of contribution = 6.32%

Employee share of contribution = 18.65%