



*Superior Court of California
County of San Luis Obispo*
Benefits at a Glance
Technical Unit 18

Pay Practices

| | | |
|------------------|------------------------|---------------------------------|
| OASDI | 6.20% | OASDI wages up to \$142,800 max |
| 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

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|-----------------------------|----------------------|---|
| Sick Leave | 12 days/year | 2080 hrs (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 | Beginning of service to end of fourth year |
| | 15 days/year | Beginning of fifth year to end of ninth year |
| | 20 days/year | Beginning of tenth year to end of fourteenth year |
| | 25 days/year | Fifteen or more years of service |
| Vacation Cash-Out | 40 hours/fiscal year | Maximum payoff of 400 hrs 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 | 5 days/occurrence | |
| Witness Pay | Regular rate of pay | Serving as a witness in a case relating to the employee's job |

Benefits

| | | |
|-----------------------------------|--|--|
| Cafeteria Contribution | \$900/month \$1,175/month \$1,500/month \$575/month | Employee only Employee plus one Employee plus family 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 |
| Long Term Disability Insurance | 66 2/3% of salary | 90-day waiting period |
| 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 | |
| Real Time Differential | | Available to the Court Reporter classification only |
| Employee Assistance Program (EAP) | | Employer paid |

Retirement

| | | |
|-------------------------------|--------|-----------------------------------|
| <u>Tier 1</u> | | |
| Court Retirement Contribution | 29.06% | 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 28.41%

Holidays

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