



*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	No carry over
Personal Leave	1 day/fiscal year	Beginning of service to end of fourth year
Vacation (400 hrs cap)	10 days/year 15 days/year 20 days/year 25 days/year	Beginning of fifth year to end of ninth year Beginning of tenth year to end of fourteenth year Fifteen or more years of service Maximum payoff of 400 hours
Vacation Cash-Out	40 hours/fiscal year	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
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