



*Superior Court of California  
County of San Luis Obispo*  
**Benefits at a Glance**  
*Supervisory Unit 19*

**Pay Practices**

OASDI	6.20%	OASDI wages up to \$160,200 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 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 maintain a 30-day balance and 5 years of service required
Holiday Pay	14 days/year	No carry over
Personal Leave	4 days/fiscal year	Beginning of service to end of fourth year
Vacation (400 hrs cap)	10 days/year	Beginning of fifth year to end of ninth year
	15 days/year	Over ten years of service
	20 days/year	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	3 days/occurrence	Traveling over 400 miles one way, two additional day available
Witness Pay	Regular rate of pay	Serving as a witness in a case relating to the employee's job

**Benefits**

Cafeteria Contribution	\$950/month \$1,250/month \$1,575/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	.9%	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
Education Reimbursement	\$500/fiscal year	
Employee Assistance Program (EAP)		Employer paid

**Retirement**

<b><u>Tier 1</u></b>		
Court Retirement Contribution	31.01%	Rate x Hourly Rate x Hours worked
POB	6.03%	Rate x Hourly Rate x Hours worked
DROP "Deferred Retirement Option Program"		An alternative way to take the pension benefit – Designed for members with many years of service and are nearing the maximum pension benefit cap
<b><u>Tier 3</u></b> (Hired after 1/1/2013)		
	30.36%	Shared contribution between Court and employee

**Holidays**

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