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 $184,500 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	February 12th is a training day
Personal Leave	4 days/fiscal year	Includes 8 hours for February 12th; No carry over
Vacation (400 hrs cap)	12 days/year	Beginning of service to end of fourth year
	16 days/year	Beginning of fifth year to end of ninth year
	21 days/year	Beginning of tenth year to end of fourteenth year
	25 days/year	Fifteen or more years of service
		Maximum payoff of 400 hours
Vacation Cash-Out	80 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	$1,100/month	Employee only
	$2,150/month	Employee plus one
	$2,750/month	Employee plus family
	$575/month	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	1.3%	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

Tier 1		
Court Retirement Contribution	36.99%	Rate x Hourly Rate x Hours worked
POB	3.5%	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
Tier 3 (Hired after 1/1/2013)	36.34%	Shared contribution between Court and employee

Holidays

Judicial Branch holidays are established by Government Code section 6700 and Code of Civil Procedure section 135, as amended.

Updated: 06/2026