# *Superior Court of California*
# *County of San Luis Obispo*
# *Benefits at a Glance*
## *Management Unit 24*

***Pay Practices***

| | | |
|---|---|---|
| OASDI | 6.20% | OASDI wages up to $184,500 maximum |
| Medicare | 1.45% | Medicare wages with no maximum |
| Overtime/Comp Time Earned | FLSA Exempt | |
| Pay Days | Biweekly | |

***Leave Provisions***

| | | |
|---|---|---|
| Sick Leave | 12 days/year | 2080 hrs (260 days max accrual) |
| 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<br>Maximum payoff of 400 hours |
| Vacation Cash-Out | 80 hours/fiscal year | Approval by CEO required<br>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 | |
| Administrative Leave | 6 days/fiscal year | No carry over – Prorated based on hire date |
| 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 employee and dependents, including domestic partners |
| Vision Insurance | | Optional for employee |
| Dental Insurance | | Optional for employee |
| Basic Life Insurance | $50,000 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 |
| Short Term Disability Insurance | 66 2/3% of salary | Maximum $1500/week, up to 12 weeks, 7-day waiting period |
| Workers' Compensation | | |
| Deferred Compensation | Pretax deduction | Employee paid – Optional |
| Flexible Spending Accounts | Pretax deduction | Employee paid – Optional<br>Medical and/or Dependent Care plans available |
| Wellness/Fitness | $200/plan year | Annual allowance (taxable) |
| Tuition Reimbursement | $300/fiscal year | |
| Employee Assistance Program (EAP) | | Employer paid |
| Post Employment Health Plan (PEHP) | | Tax-free IRS health reimbursement plan funded with one-half of all outstanding sick leave balances distributed upon separation of employment; 5 years of service required |

***Retirement***

| | | |
|---|---|---|
| Tier 1 | | |
| Court Retirement Contribution | 41.74% | 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) | 41.09% | 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