



Superior Court of California County of San Luis Obispo

Benefits at a Glance

Confidential Unit 26

Pay Practices

OASDI	6.20%	OASDI wages up to \$176,100 maximum
Medicare	1.45%	Medicare wages with no maximum
Overtime/Comp Time Earned	Non-Exempt	1.5 x's each hour worked
	Exempt	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 12 th is a training day
Personal Leave	4 days/fiscal year	Includes 8 hours for February 12 th ; 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
Vacation Cash-Out	80 hours/fiscal year	Maximum payoff of 400 hours
		Approval by CEO required
Jury Pay	Regular rate of pay	Must have 5 years of service and maintain a 200-hour balance
Military Leave	30 days/fiscal year	Regular pay while on jury duty – Cannot claim jury pay
Administrative Leave	4 days/fiscal year	
Bereavement Leave	5 days/occurrence	No carry over – Prorated based on hire date
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 \$2,150/month \$2,750/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
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
Wellness/Fitness	\$200/plan year	Medical and/or Dependent Care plans available
Tuition Reimbursement	\$300/fiscal year	Annual allowance (taxable)
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

<u>Tier 1</u>		
Court Retirement Contribution	39.13%	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
<u>Tier 3</u> (Hired after 1/1/2013)	38.48%	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.