Superior Court of California
County of San Luis Obispo
Benefits at a Glance
Professional Unit 27

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 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	
Administrative Leave	4 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 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% x 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
	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, up to a max of 720 hours, distributed upon separation of employment; 5 years or 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