



*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 \$127,200 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) – 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	13 days/year	
Personal Leave	1 day/fiscal year	
Vacation (400 hrs cap)	10 days/year 15 days/year 20 days/year	Beginning of service to end of fourth year Beginning of fifth year to end of ninth year Over ten years of service Maximum payoff of 400 hours
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 or payoff for unused time
Bereavement Leave	3 days/occurrence	
Witness Pay	Regular rate of pay	Serving as a witness in a case relating to the employee's job

Benefits

Cafeteria Contribution	\$800 month	\$515/month without 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
Workers' Compensation		
Deferred Compensation	Pretax deduction	Employee paid – Optional
Flexible Spending Accounts	Pretax deduction	Employee paid – Optional Medical and/or Dependent Care plans available Annual allowance (taxable)
Wellness/Fitness	\$200/plan year	
Tuition Reimbursement	\$300/fiscal year	
Employee Assistance Program (EAP)		Employer paid
Post Employment Health Plan (PEHP)		Tax-free defined contribution health arrangement that is funded with ½ accrued sick leave balances distributed upon separation of employment; 5 years of service required

Retirement

Tier 1

Court Retirement Contribution	26.95%	Rate x Hourly Rate x Hours worked
POB	6.03%	Rate x Hourly Rate x Hours worked

Tier 3

*Hires after 1/1/2013 enter Tier 3 Retirement Plan.
Shared contribution between Court and employee equaling 26.30%

Holidays

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