



*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 \$106,800 maximum |
| Medicare | 1.45% | Medicare wages with no maximum |
| Overtime | FLSA Exempt | |
| Compensating Time Off | FLSA Exempt | |
| Pay Days | Biweekly | |

Leave Provisions

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|-----------------------------|---------------------|--|
| Sick Leave | 12 days/yr | 2080 hrs (260 days max accrual). Paid out @ 50% up to 90 days; 5 years of service required |
| Sick Leave Exchange for Vac | 80 hrs for 40 hrs | Per calendar year. Must maintain a 30-day balance; 5 years of service required |
| Holiday Pay | 13 days/yr | |
| Personal Leave | 1 day/fiscal year | |
| Vacation (320 hrs cap) | 10 days/yr | Beginning of service to end of fourth year |
| | 15 days/yr | Beginning of fifth year to end of ninth year |
| | 20 days/yr | Over ten years of service; maximum payoff of 320 hours |
| Jury Leave | Regular rate of pay | Regular pay while on jury duty/cannot claim jury pay |
| Military Leave | 30 days/fiscal year | |
| Administrative Leave | 6 days | Per fiscal year. No carry over or payoff for unused time |
| Bereavement Leave | 3 days | Per occurrence |
| Witness Pay | Regular rate of pay | Serving as a witness in a case relating to the employee's job |

Benefits

| | | |
|------------------------------------|-------------------|---|
| Cafeteria Contribution | \$690mo | \$515/mo without medical coverage |
| Health Insurance | | Coverage for domestic partners (employee & eligible dependents) |
| 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 | Optional for employee |
| Flexible Spending Accounts | Pretax deduction | Per plan year: Medical \$3,000; Dependent Care \$5,000 |
| Wellness/Fitness | \$200/fiscal year | Annual allowance (taxable) |
| 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 1/2 accrued sick leave balances distributed upon separation of employment; 5 years of service required |

Retirement

| | | |
|-------------------------------------|--------|-----------------------------------|
| Court Retirement Contribution | 23.32% | Rate x Hourly Rate x Hours worked |
| Court Pickup of Employee Retirement | 7.74% | Rate x Hourly Rate x Hours worked |
| Additional contribution | 7.74% | Rate x Hourly Rate x Hours worked |
| POB | 4.56% | Rate x Hourly Rate x Hours worked |

Holidays

- January 1st
- Third Monday in January (Dr. Martin Luther King, Jr. Day)
- February 12th
- Third Monday in February
- March 31st (Cesar Chavez Day)
- Last Monday in May
- July 4th
- First Monday in September
- Second Monday in October
- November 11th
- Fourth Thursday in November (Thanksgiving Day)
- The Friday following Thanksgiving Day
- December 25th
- Any day appointed by the Governor for a public fast, thanksgiving or holiday.