



Superior Court of California
County of San Luis Obispo
Benefits at a Glance
Subordinate Judicial Officer Unit 25

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

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)	15 days/yr 20 days/yr	Beginning of service to end of fourth year Beginning of fifth year to completion 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	Per fiscal year
Administrative Leave	6 days	Per fiscal year. No carry over or pay off for unused time
Bereavement Leave	3 days	Per occurrence
Witness Leave	Regular rate of pay	Serving as a witness in a case relating to the employee's job

Benefits

Cafeteria Contribution	\$690 mo	\$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 Emp. 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