



**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 \$106,800 maximum             |
| Medicare              | 1.45%                | Medicare wages with no maximum                  |
| Overtime              | Non-exempt           | Human Resources Analyst position is FLSA exempt |
| Compensating Time Off | 1.5 x's ea hr worked | Human Resources Analyst position is 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)      | 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             | Per fiscal year  |
| Administrative Leave        | 4 days              | Per fiscal year. No carry over or payoff for unused time                                   |
| Bereavement Leave           | 3 days              | Per occurrence   |
| Witness Leave               |                     | 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               | \$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   |
| 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 1<sup>st</sup>  
 Third Monday in January (Dr. Martin Luther King, Jr. Day)  
 February 12<sup>th</sup>  
 Third Monday in February  
 March 31<sup>st</sup> (Cesar Chavez Day)  
 Last Monday in May  
 July 4<sup>th</sup>  
 First Monday in September  
 Second Monday in October  
 November 11<sup>th</sup>  
 Fourth Thursday in November (Thanksgiving Day)  
 The Friday following Thanksgiving Day  
 December 25<sup>th</sup>  
 Any day appointed by the Governor for a public fast, thanksgiving or holiday