



**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 \$127,200 maximum
Medicare	1.45%	Medicare wages with no maximum
Overtime	Non-exempt	
Comp Time Earned	1.5 x's each hour worked	
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 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	Beginning of service to end of fourth year
	15 days/year	Beginning of fifth year to end of ninth year
	20 days/year	Over ten years of service
Jury Pay	Regular rate of pay	Maximum payoff of 400 hours
Military Leave	30 days/fiscal year	Regular pay while on jury duty – Cannot claim jury pay
Administrative Leave	4 days/fiscal year	
Bereavement Leave	3 days/occurrence	No carry over or payoff for unused time
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 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% of salary	90-day waiting period
Workers' Compensation		
Deferred Compensation	Pretax deduction	Employee paid – Optional
Flexible Spending Accounts	Pretax deduction	Employee paid – Optional
Wellness/Fitness	\$200/plan year	Medical and/or Dependent Care plans available
Tuition Reimbursement	\$300/fiscal year	Annual allowance (taxable)
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**

<b><u>Tier 1</u></b>		
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