



**Superior Court of California**  
**County of San Luis Obispo**  
**Benefits at a Glance**  
**Professional Unit 27**

**Pay Practices**

OASDI	6.20%	OASDI wages up to \$106,800 maximum
Medicare	1.45%	Medicare wages with no maximum
Overtime	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 (400 hrs cap)	10 days/yr 15 days/yr 20 days/yr	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 Leave	Regular rate of pay	Regular Pay while on jury duty/cannot claim jury pay
Military Leave	30 days/fiscal year	
Administrative Leave	4 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	\$750 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% x Salary	90 day waiting period
Workers' Compensation		
Deferred Compensation	Pretax deduction	Optional for employee
Flexible Spending Accounts	Pretax deduction	Per plan year: Medical \$5,000; Dependent Care \$5,000
Wellness/Fitness	\$200/fiscal year	Annual allowance (taxable)
Tuition Reimbursement	\$300/fiscal year	
Employee Assistance Program (EAP)		Employer paid

**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	4.86%	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