

Solano Superior Court Benefits - Confidential Unit Employees

CalPERS Retirement	PEPRA rules determine the specific retirement plan for an employee. Court employees are on the Solano County PERS contract (Public Agency) in the Miscellaneous Unit. The Court does not pay any of the employee contribution.						
Social Security & Medicare	All Court employees participate in Social Security and Medicare.						
Longevity Pay	Employees in this unit receive 2.5% additional compensation when reaching each service year milestone: 10 years, 20 years (5% total), 25 years (7.5% total), 30 years (10% total) Employees also receive 1 service recognition day at 15, 20, 25 & 30 years.						
Health Insurance	The Court offers 9 health plans (6 HMO's and 3 PPO's). Coverage is effective the first day of the month following employment. The Court pays the following monthly portion of the premium: <table style="margin-left: 40px; border: none;"> <tr> <td>Employee Only</td> <td style="text-align: right;">\$1,051.00</td> </tr> <tr> <td>Employee plus 1</td> <td style="text-align: right;">\$1,972.00</td> </tr> <tr> <td>Employee plus 2 or more</td> <td style="text-align: right;">\$2,454.00</td> </tr> </table>	Employee Only	\$1,051.00	Employee plus 1	\$1,972.00	Employee plus 2 or more	\$2,454.00
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Employee plus 2 or more	\$2,454.00						
In-Lieu of Health Insurance Program	Employees who do not enroll in health insurance are eligible to receive \$121.00 monthly (less applicable payroll taxes) upon proof of other group health insurance coverage.						
Dental Insurance	Employees may enroll in either the Delta Dental Preferred Plus Plan or Delta PMI (dental HMO). Coverage is effective the first day of the month following employment. The Court pays the following not to exceed the actual premium: <table style="margin-left: 40px; border: none;"> <tr> <td>Employee Only</td> <td style="text-align: right;">\$ 57.00</td> </tr> <tr> <td>Employee plus 1</td> <td style="text-align: right;">\$ 96.00</td> </tr> <tr> <td>Employee plus 2 or more</td> <td style="text-align: right;">\$ 147.00</td> </tr> </table>	Employee Only	\$ 57.00	Employee plus 1	\$ 96.00	Employee plus 2 or more	\$ 147.00
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Vision Insurance	Vision insurance is available with Vision Service Plan (VSP). The Court pays up to \$15.22 per month toward the premium. Coverage is effective the first day of the month following employment.						
Life Insurance	The Court provides group term life insurance, including accidental death & dismemberment in the amount of \$35,000. Employee may purchase additional life insurance for self, spouse and dependents.						
Deferred Compensation	Deferred compensation is available to employees. The Court does not contribute to this.						
Sick Leave	Employee earns 3.70 hours per pay period.						
Vacation*	Employees in this unit earn time based on service hours: approximately 80 hours per year, 120 hours after 6,240 service hours, 140 hours after 10,400 service hours, 168 hours after 20,800 service hours and 176 hours after 41,600 service hours.						
Holidays	Employees in this unit receive 14 paid annual holidays, 16 hours Floating Holidays per fiscal year, and 8 hours Optional Holiday to be used in late December.						
Overtime/Compensation Time	Employees are eligible to earn overtime and/or compensation time.						
Disability (State Disability Insurance)	Employees participate in the State of California disability program. SDI benefits may be supplemented with accrued leave balances.						
Employee Assistance Program	Employees have a confidential counseling program available for up to 6 visits per family member, per incident, per calendar year.						
Bilingual Pay	Employees with bilingual skills may be eligible for bilingual pay of \$65 per pay period.						
No Representation	Employees in this unit are not represented by a labor union or bargaining association.						

Classifications in the Confidential Unit:

Classification Title
Human Resources Technician
Executive Assistant

*Effective 11/12/2023.