

Solano Superior Court Benefits - Executive Management Unit

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 milestones: 10 years, 20 years (5% total), 25 years (7.5% total), and 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: <div style="margin-left: 40px;"> Employee Only \$1,051.00 Employee plus 1 \$1,972.00 Employee plus 2 or more \$2,454.00 </div>
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: <div style="margin-left: 40px;"> Employee Only \$ 57.00 Employee plus 1 \$ 96.00 Employee plus 2 or more \$ 147.00 </div>
Vision Insurance	Vision insurance is available with Vision Service Plan (VSP). The Court pays up to \$15.22 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 1.5 times the employee's annual salary, not to exceed \$350,000. Coverage up to \$200,000 guaranteed if employee enrolls during initial enrollment period. Coverage in excess of \$200,000 requires proof of insurability. 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	Employees earn 3.70 hours per pay period.
Vacation*	Employees in this unit earn approximately 168 hours per year (6.47 hours per pay period), increasing to 176 hours after 20 years of service.
Holidays	Employees in this unit receive 14 paid annual holidays, 16 hours Floating Holiday (use by end of calendar year) and 8 hours Optional Holiday (use in late December).
Administrative Leave	The CEO receives 88 hours of Admin Leave at the beginning of each fiscal year. All others in the Exec Management Unit receive 48 hours. Time not used by end of fiscal year does not roll over.
Disability (State Disability Insurance)	Employees participate in the State of California disability program. SDI benefits may be supplemented with accrued leave balances.
Long Term Disability	The Court pays for LTD, which pays 66 2/3 of monthly salary up to \$7,500.00 per month.
Employee Assistance Program	Employees have a confidential counseling program available for up to 6 visits per family member, per incident, per calendar year.
Auto Allowance	Employees in this unit receive \$250.00 biweekly (\$6,500 annually).
Business Expenses	The CEO and ACEO receive \$50.00 biweekly (\$1,300 annually).
Bilingual Compensation	Employees with bilingual skills may be eligible for bilingual pay of \$65 per pay period.
Cell Phone Stipend	Employees in this unit receive \$32.00 per month if using personal cell phone in lieu of court issued cell phone.

Classifications in the Executive Unit:

Position Title	Position Title
Court Executive Officer (CEO)	Chief Information Officer (CIO)
Assistant Court Executive Officer (ACEO)	Human Resources Director
Chief Fiscal Officer (CFO)	

*Effective 01/07/2024