

## Solano Superior Court Benefits - Management Unit

<b>CalPERS Retirement</b>	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 pick up any of the employee contribution.						
<b>Social Security &amp; Medicare</b>	All Court employees participate in Social Security and Medicare.						
<b>Longevity Pay</b>	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), and 30 years (10% total). Employees also receive 1 service recognition day at 15, 20, 25 & 30 years.						
<b>Health Insurance</b>	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						
<b>In-Lieu of Health Insurance Program</b>	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.						
<b>Dental Insurance</b>	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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Employee plus 2 or more	\$ 147.00						
<b>Vision Insurance</b>	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.						
<b>Deferred Compensation</b>	Deferred compensation plan is available to employees. The Court does not contribute to this.						
<b>Sick Leave</b>	Employees earn 3.70 hours per pay period.						
<b>Vacation*</b>	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.						
<b>Administrative Leave</b>	Employees receive 48 hours administrative leave each July 1. Unused time does not roll over to subsequent fiscal year.						
<b>Life Insurance</b>	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 \$100,000. Employee may purchase additional insurance for self & dependents.						
<b>Long Term Disability</b>	The Court pays for LTD, which pays 66 2/3 of monthly salary up to \$7,500.00 per month.						
<b>Holidays</b>	Employees in this unit have 14 paid annual holidays, 16 hours Floating Holiday per calendar year, and 8 hours Optional Holiday (use in late December).						
<b>Overtime/Compensatory Time</b>	Individuals in this unit are not generally eligible for overtime and compensatory time.						
<b>Disability (State Disability Insurance)</b>	Employees participate in the State of California disability program. SDI benefits may be supplemented with accrued leave balances.						
<b>Employee Assistance Program</b>	Confidential counseling program available for up to 6 visits per family member, per incident, per calendar year.						
<b>Bilingual Pay</b>	Employees with bilingual skills may be eligible for bilingual pay of \$65 per pay period.						
<b>Cell Phone Stipend</b>	Employees in this unit receive \$32.00 per month if using personal cell in lieu of court issued.						

### Classifications in the Management Unit:

Assistant Chief Information Officer	Operations Manager
Assistant Operations Manager	Specialty Courts Manager
Family Law Facilitator/Self-Help Manager	

\*Effective 11/12/23