

Solano Superior Court Benefits - Commissioner 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 pick up any 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), 30 years (10% total) Employees also receive 1 service recognition day at 15, 16, 17, 18, 19, 20, 25, & 30 yrs.						
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;">\$1,175.00</td> </tr> <tr> <td>Employee plus 1</td> <td style="text-align: right;">\$2,210.00</td> </tr> <tr> <td>Employee plus 2 or more</td> <td style="text-align: right;">\$2,752.00</td> </tr> </table>	Employee Only	\$1,175.00	Employee plus 1	\$2,210.00	Employee plus 2 or more	\$2,752.00
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Employee plus 2 or more	\$2,752.00						
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 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. Basic Life insurance includes Travel Assist for employee, spouse and children through age 25, and The Life Services Toolkit for employee and their beneficiary.						
Life Services Toolkit	Group life insurance coverage includes Life Services for covered employee and beneficiary.						
Travel Assistance	Group life insurance coverage includes Travel Assist when you travel 100 miles from home or internationally. A mobile app is available to access travel resources.						
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 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 have 14 paid annual holidays, 16 hours Floating Holiday per calendar year, and 8 hours Optional Holiday (use in late December).						
Administrative Leave	Employees receive 48 hours of Administrative Leave at the beginning of each fiscal year. Time not used by the end of the 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.						
Employee Assistance Program	Employees have a confidential counseling program available for up to 6 visits per family member, per incident, per calendar year. Additional 3 counseling sessions for each issue for each eligible person available through Life insurance/LTD vendor.						
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 Commissioner Unit:

Classification Title
Commissioner I & II
Family Law Commissioner