

## Solano Superior Court Benefits – Unrepresented Professional 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 pay any of the employee obligation.						
<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, 16, 17, 18, 19, 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;">\$1,114.00</td> </tr> <tr> <td>Employee plus 1</td> <td style="text-align: right;">\$2,090.00</td> </tr> <tr> <td>Employee plus 2 or more</td> <td style="text-align: right;">\$2,601.00</td> </tr> </table>	Employee Only	\$1,114.00	Employee plus 1	\$2,090.00	Employee plus 2 or more	\$2,601.00
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Employee plus 2 or more	\$2,601.00						
<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>	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 of the month after hire date.						
<b>Deferred Compensation</b>	Deferred compensation program is available to employees. The Court does not contribute to this.						
<b>Sick Leave</b>	Employee earns 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>	The Human Resources Analyst classification receives 48 hours of administrative leave each fiscal year. Unused time does not roll over to next fiscal year.						
<b>Holidays</b>	Employees in this unit receive 14 paid annual holidays, 16 hours Floating Holidays per calendar year, and 8 hours Optional Holiday to be used in late December.						
<b>Life Insurance</b>	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.						
<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>	Employees have a 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 may receive \$32.00 per month when using personal cell phone in lieu of court issued cell phone.						
<b>No Representation</b>	Employees in this unit are not represented by a labor union or bargaining association.						

### Classifications in the Unrepresented Professional Unit:

Position Title
Human Resources Analyst