

## Solano Superior Court Benefits - Executive 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 pay 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 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.
<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: <div style="text-align: right; margin-left: 100px;">                     Employee Only                      \$ 938.00                      Employee plus 1                    \$1,761.00                      Employee plus 2 or more        \$2,191.00                 </div>
<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: <div style="text-align: right; margin-left: 100px;">                     Employee Only                      \$ 57.00                      Employee plus 1                    \$ 96.00                      Employee plus 2 or more        \$ 147.00                 </div>
<b>Vision Insurance</b>	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.
<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 \$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.
<b>Deferred Compensation</b>	Deferred compensation 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 approximately 160 hours per year (6.16 hours per pay period), increasing to 168 hours after 20 years of service and are eligible to use vacation after 1040 hours of employment.
<b>Holidays</b>	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).
<b>Administrative Leave</b>	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.
<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>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>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>Auto Allowance</b>	Employees in this unit receive \$250.00 biweekly (\$6,500 annually).
<b>Business Expenses</b>	The CEO and ACEO receive \$50.00 biweekly (\$1,300 annually).
<b>Bilingual Compensation</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 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)	