

Solano Superior Court Benefits - Executive Management Unit

CalPERS Retirement – Plan depends on PEPPA rules Public Agency – Misc. Unit	The Court pays 4% of the employee's obligation of 8% on the 2.7% @ 55 plan. The value of the employer contribution is reported to PERS as special compensation (EPMSCS). The employer does not pay any of the employee's obligation for the 2% @ 60 or 2% @ 62 plans. Effective July 5, 2015, the Court pays 0% of the employee's obligation for all plans.						
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: <table style="margin-left: 40px; border: none;"> <tr> <td>Employee Only</td> <td style="text-align: right;">\$ 610.00</td> </tr> <tr> <td>Employee plus 1</td> <td style="text-align: right;">\$1,143.00</td> </tr> <tr> <td>Employee plus 2 or more</td> <td style="text-align: right;">\$1,423.00</td> </tr> </table>	Employee Only	\$ 610.00	Employee plus 1	\$1,143.00	Employee plus 2 or more	\$1,423.00
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In-Lieu of Health Insurance Program	Employees who do not enroll in health insurance are eligible to receive \$110.00 monthly (less applicable payroll taxes) upon proof of adequate 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;">\$ 55.00</td> </tr> <tr> <td>Employee plus 1</td> <td style="text-align: right;">\$ 94.00</td> </tr> <tr> <td>Employee plus 2 or more</td> <td style="text-align: right;">\$ 143.00</td> </tr> </table>	Employee Only	\$ 55.00	Employee plus 1	\$ 94.00	Employee plus 2 or more	\$ 143.00
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Vision Insurance	Vision insurance is available with Vision Service Plan (VSP). Effective January 18, 2015, the Court pays up to \$14.00 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	Employee earns 3.70 hours per pay period.						
Vacation	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.						
Holidays	Employees in this unit receive 13 paid annual holidays, 16 hours Floating Holiday (use by end of fiscal 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 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)	Information Technology Manager
Assistant Court Executive Officer (ACEO)	Human Resources Manager
Fiscal Manager	