

Solano Superior Court Benefits - Management Unit

CalPERS Retirement 2.7% at 55 (Misc.)	The Court pays 4% of the employee's normal retirement contribution.
Social Security & Medicare	All Court employees participate in Social Security and Medicare.
Longevity Pay	Employees in this unit receive additional compensation when reaching service year milestones: 10 years 2.5%; 20 years 2.5% (5% total); 25 years 2.5% (7.5% total); 30 years 2.5% (10% total) Employees also receive 1 service recognition day at 15, 20, 25 & 30 years.
Health Insurance	The Court offers 6 health plans (3 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: Employee Only \$ 490.00 Employee plus 1 \$ 920.00 Employee plus 2 or more \$1,145.00
In-Lieu of Health Insurance Program	Employees who do not enroll in health insurance are eligible to receive \$95.00 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: Employee Only \$ 41.00 Employee plus 1 \$ 73.00 Employee plus 2 or more \$ 118.00
Vision Insurance	Insurance is available with Vision Service Plan (VSP). The Court pays up to \$13.00 toward the premium. Coverage is effective the first day of the month following employment.
Deferred Compensation	Deferred compensation plan is available to employees.
Sick Leave	Employees earn 3.70 hours per pay period.
Vacation	New employees earn 80 hours per year and are eligible to use vacation after 1040 hours of employment. The accrual increases to 120 hours after 3 years of employment and to 160 hours after 10 years.
Administrative Leave	Employees receive 48 hours administrative leave each July 1. Time is capped at 48 hours.
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 \$100,000. Employee may purchase additional insurance for self & dependents.
Long Term Disability	The Court pays for LTD, which pays 66 2/3 of monthly salary up to \$7500.00 per month.
Holidays	Employees in this unit have 13 paid annual holidays, 16 hours Floating Holiday (use by end of fiscal year) & 8 hours Optional Holiday (use between 12/25 and 1/1).
Overtime/Compensatory Time	Individuals in this unit are not generally eligible for overtime and compensatory time.
Disability (State Disability Insurance)	Employees participate in the State of California disability program. SDI benefits may be supplemented with accrued leave balances.
Employee Assistance Program	Confidential counseling program available for up to 6 visits per family member, per incident, per calendar year.
Bilingual Pay	Employees with bilingual skills may be eligible for bilingual pay of \$65 per pay period.

Classifications in the Management Unit:

Case Records Manager
Family Law Facilitator/Self-Help Manager
Program Manager