

Solano Superior Court Benefits - Supervisor Unit

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|---|--|----------------|-----------|------------------|------------|--------------------------|------------|
| CalPERS Retirement – Plan depends on PEPR rules Public Agency – Misc. Unit | The Court pays 2% of the employee's obligation of 8% on the 2.7% @ 55 plan. The Court pays 1.5% of the employee's obligation of 7% on the 2% @ 60 plan. The Court cannot pay any of the employee's obligation on the 2% @ 62 plan per PEPR. 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 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, 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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| Employee plus 2 or more | \$1,423.00 | | | | | | |
| 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 DeltaCare (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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| Employee plus 2 or more* | \$ 143.00 | | | | | | |
| Vision Insurance | Vision insurance is available with Vision Service Plan (VSP). The Court pays up to \$14.00 per month 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 \$35,000. 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 time based on service hours: approximately 80 hours per year, 120 hours after 6,240 hours, 160 hours after 20,800 hours and 168 hours after 41,600 hours. They are eligible to use vacation after 1040 hours of employment. | | | | | | |
| Holidays | Employees in this unit receive 13 paid annual holidays, 16 hours Floating Holidays per fiscal year, which must be used by the end of the fiscal year, and 8 hours Optional Holiday for use in late December. | | | | | | |
| Overtime/Compensation Time | Employees are eligible to earn overtime and/or compensation 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 | Employees have a 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 Supervisor Unit:

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| Position Title |
| Accountant |
| Court Reporter Coordinator |
| Courtroom Clerk Coordinator |
| Judicial Assistant Coordinator |
| Senior Interpreter |
| Supervising Attorney |
| Supervising Courtroom Clerk |
| Supervising Investigator |
| Supervising Legal Process Clerk |