

Solano Superior Court Benefits - Unrepresented Unit Employees

CalPERS Retirement 2.7% at 55 (Misc.)	The Court pays 4% of the employee's normal retirement contribution of 8%.
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	Vision insurance is available with Vision Service Plan (VSP). The Court pays up to \$13.00 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.
Sick Leave	Employee earns 3.70 hours per pay period.
Vacation	Employees in this unit earn approximately 80 hours per year, increasing to 120 hours after 3 years, and to 160 hours after 10 years. 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 to be used the week between Christmas and New Year's Day.
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.
No Representation	Employees in this unit are not represented by a labor union or bargaining association.

Classifications in the Unrepresented Unit:

Classification Title
Dependency Drug Court Case Manager