

Employee Benefits

SEIU and CWA Represented Employees

Superior Court of California, Santa Cruz

Annual Leave: 22 days first year, increasing to 37 days after 15 years of service. Maximum balance of 2 ½ times annual accrual. Balance paid out upon separation. No accruals earned until end of six months employment.

Holidays: 13.5 paid holidays per year.

Retirement: CalPERS retirement plan (2% at 55) integrated with Social Security; Court contributes up to 15.005% of total employee and employer contributions; employees contribute the difference between 15.005% and the contribution amounts set annually by CalPERS.

Medical: The Court contracts with CalPERS for a variety of health plans. For most plans Court contributions pay a large majority of the premiums for employees and dependents. Opt-Out for cash is available.

Dental: Court pays for employee and dependant coverage; choice of 2 Delta plans.

Vision: Court pays for employee coverage; employee pays for dependents.

Life Insurance: Court paid \$50,000 term policy.

Short Term Disability: Court paid; provides 66 2/3 of weekly salary up to maximum of \$2,000 per week.

Long Term Disability: Court paid; provides 66 2/3 of monthly salary up to maximum of \$9,000 per month.

Deferred Compensation: 457B plan available; employee voluntary deductions only

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