

Employee Benefits

Unrepresented Management and Professionals

Superior Court of California, Santa Cruz

Vacation: 1 year of service = 15.25 days per year; after 15 years of service = 30.25 days per year (based on fulltime; prorated for part time). Maximum balance of 2 ½ times annual accrual. Balance paid out upon separation.

Administrative Leave: Advanced 5 days upon appointment. In addition earn 10 days per year (based on fulltime; prorated for part time). Can be taken in cash or time off. Maximum balance of 120 hours. Balance paid out upon separation.

Holidays: 13.5 paid holidays per year.

Sick Leave: Six days per year; available for use after 6 months.

Retirement: CalPERS retirement plan (2% at 55) integrated with Social Security; contributed by both employee and employer.

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

effective 6.1.2007

