



## SACRAMENTO SUPERIOR COURT BENEFITS SUMMARY FOR PERMANENT, FULL-TIME EMPLOYEES AND

### PERMANENT, PART-TIME (WORKING 40+ HRS BI-WEEKLY) EMPLOYEES

*Additional benefits may apply to Court employees pursuant to labor agreements or other negotiations.*

TYPE OF BENEFIT	DESCRIPTION OF BENEFIT
Health Insurance	<p>The Court pays 100% of the premium for coverage for the employee only and partially subsidizes the cost of the premium for dependents. Employees may choose a Health Maintenance Organization (HMO) or High Deductible Health Plan (HDHP) through Kaiser Permanente, Sutter Health Plus, and Western Health Advantage.</p> <p>New employees who provide evidence of other group health insurance coverage and do not select a Court health plan are eligible to receive a \$500.00 per month incentive.</p> <p>The Court offers a voluntary Health Savings Account (HSA) for employees who enroll in a HDHP plan. Contributions are 100% employee-paid pre-tax, via payroll deductions, and remain with the employee upon retirement or separation from the Court.</p>
Dental Insurance	The Court offers dental coverage at no cost to the employee or their eligible dependents.
Vision Insurance	The Court offers basic vision coverage at no cost to the employee or their eligible dependents. Employees are able to elect enhanced plans at a marginal cost.
Flexible Spending Account (FSA)	The Court offers the voluntary ability to enroll in an FSA. These accounts permit employees to set aside pre-tax dollars via payroll deduction for eligible out-of-pocket costs for medical, dental, vision, or dependent care expenses.
Retiree Health Benefits	The Court offers retired employees the ability to continue medical, dental and vision insurance upon retirement. The Court provides a subsidy towards the cost of the premiums, as authorized by policy.
Basic Life Insurance	The Court provides basic life insurance and accidental death and dismemberment (AD&D) at no cost to employees. The benefit is \$50,000 for employees and \$5,000 for dependents.
Additional Life Insurance	The Court offers newly hired employees the opportunity to elect up to \$350,000 in guaranteed additional life insurance coverage. After the time of hire, employees are eligible to apply for up to \$350,000 in additional life insurance coverage with evidence of insurability (EOI)
Critical Illness, Accident and Hospital Indemnity	The Court offers a voluntary opportunity to enroll in a Critical Illness, Accident, and/or Hospital Indemnity plan for yourself and your dependent(s). The benefit provided cash payment should you become ill with a critical illness, including cancer, experience an accident, or be admitted to a hospital. These benefits are 100% employee-paid post-tax, via payroll deduction.

SCERS Retirement Benefits	<p>The Sacramento County Employees' Retirement System (SCERS) administers defined benefit pension plans for Court employees.</p> <p>SCERS plan benefits are funded through contributions from both the employer and employee, as well as investment earnings from those contributions. More information can be found at <a href="http://www.scers.org">www.scers.org</a>.</p>	
State Disability Insurance (SDI)	SDI is available for all employees and is employee-paid via pre-tax payroll deductions. If an employee is unable to work due to a non-work related accident, employees may be eligible for disability benefits as determined by SDI.	
Long Term Disability (LTD) Insurance	The Court provides a long term disability (LTD) insurance plan for employees who work 40 hours or more per pay period. LTD insurance guarantees an income protection benefit of 60 percent.	
Deferred Compensation	The Court offers a voluntary opportunity to enroll in a tax-deferred retirement savings account, 457(b) deferred compensation plan. These accounts permit employees to set aside pre-tax dollars via payroll deduction for retirement.	
Employee Assistance Program (EAP)	This program allows Court employees and their eligible dependents to receive free, confidential employee assistance and counseling.	
Parking Stipend	The Court provides a parking stipend of \$85 per month to employees assigned to the Downtown Court locations (Main Jail, Hall of Justice, Gordon D. Schaber Courthouse, and the Department of Technology) to subsidize the cost of parking.	
Transit Pass	The Court provides a transit pass with 100% reimbursement up to the maximum amount designated by law.	
Tuition Reimbursement <i>*Prorated for part-time employees</i>	Employees may apply for reimbursement of eligible tuition costs up to a maximum of \$3,000 per employee per fiscal year.	
Court Paid Parental Leave <i>*Prorated for part-time employees</i>	The Court provides employees up to 160 hours of parental leave to bond with their child, make family adjustments, and provide time to look for child care, as documented under the program guidelines.	
Vacation Leave <i>*Prorated for part-time employees</i>  <i>*Eligible employees may cash out up to 40 hours of accrued vacation per rolling year</i>		<i>Biweekly Accrual Rate</i>
	During first 3 years	3.1 hours
	After completion of 3 years	4.6 hours
	After completion of 6 years	5.5 hours
	After completion of 9 years	5.8 hours
	After completion of 10 years	6.2 hours
	After completion of 11 years	6.5 hours
	After completion of 12 years	6.8 hours
	After completion of 13 years	7.1 hours
	After completion of 14 years	7.4 hours
	After completion of 15 years	7.7 hours
	After completion of 16 years	8.0 hours
	After completion of 17 years	8.3 hours
	After completion of 18 years	8.7 hours
	After completion of 19 years	9.0 hours
	After completion of 20 years	9.3 hours
Sick Leave <i>*Prorated for part-time employees</i>	Accrues without limit at a rate of 5.0 hours per pay period.	
Wellness Incentive <i>*Prorated for part-time employees</i>	Twice per year, the Court provides incentives to hourly employees who use 12 hours or less of sick leave during a 6-month period. Eligible employees receive 8 hours of time off.	

<p>Holidays  <i>*Prorated for part-time employees</i></p>	<p>The Court observes the following dates as judicial holidays:</p> <ul style="list-style-type: none"> <li>• January 1<sup>st</sup> - New Year's Day</li> <li>• Third Monday in January - Martin Luther King, Jr.'s Birthday</li> <li>• February 12<sup>th</sup> - Lincoln's Birthday</li> <li>• Third Monday in February - Washington's Birthday</li> <li>• March 31<sup>st</sup> – Cesar Chavez Day</li> <li>• Last Monday in May - Memorial Day</li> <li>• June 19<sup>th</sup> – Juneteenth</li> <li>• July 4<sup>th</sup> - Independence Day</li> <li>• First Monday in September - Labor Day</li> <li>• Fourth Friday in September – Native American Day</li> <li>• November 11<sup>th</sup> – Veterans' Day</li> <li>• Fourth Thursday in November - Thanksgiving Day</li> <li>• Day after Thanksgiving</li> <li>• December 25<sup>th</sup> - Christmas Day</li> </ul> <p>Each January, the Court also credits eligible employees with five (5) floating holidays. Two (2) of the floating holidays may be cashed out each calendar year.</p>
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