



**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 between Kaiser Permanente, Sutter Health Plus, and Western Health Advantage.</p> <p>New employees who show evidence of other group health insurance coverage and do not select a Court health plan shall receive a \$500.00 per month plan selection incentive.</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	These accounts permit employees to set aside pre-tax money (via payroll deduction) for eligible out-of-pocket costs for medical, dental, vision, or dependent care expenses.
Retiree Health Plan Benefits	Court policy provides a retiree health insurance program. The program includes medical insurance, dental and vision insurance, and subsidy/offset payments as authorized by the Court.
Basic Life Insurance	The Court provides basic life insurance and accidental death and dismemberment (AD&D) at no cost to eligible employees. The benefit is \$50,000 for employee & \$5,000 for dependents.
Additional Life Insurance	The Court provides additional options for employees to elect up to \$200,000 guaranteed additional life insurance.
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)	If unable to work due to a non-work related accident, employees are eligible for disability income for up to one year. SDI is available for all Court employees and is employee-paid by payroll deductions.

Long Term Disability Insurance	The Court provides a long term disability (LTD) insurance plan for regular employees who work 40 hours or more per pay period. This LTD insurance guarantees an income protection benefit of 60 percent.	
Deferred Compensation	The Court offers a voluntary 457(b) deferred compensation plan.	
Employee Assistance Program	This program allows Court employees and their eligible dependents to receive free, confidential employee assistance and counseling.	
Parking Stipend	The Court extends 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).	
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>	Permanent employees may apply for reimbursement of eligible costs up to a maximum of \$3,000 per employee, per fiscal year.	
Court Paid Parental Leave	In compliance with the program guidelines, upon approval, employees who have worked for the Court for at least one (1) year may receive up to 160 hours of parental leave to bond with their child, make family adjustments, and provide time to look for child care.	
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 (non-salaried) employees who use 12 hours or less of sick leave during a 6-month period. Eligible employees receive 8 hours of time off.	

<p style="text-align: center;">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 of Service and Learning</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 four (4) floating holidays that can be taken in the same manner as vacation leave, but do not carry over across calendar years. Two of the floating holidays may be cashed out each calendar year.</p>
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