

# Santa Barbara County Superior Court

Budget Units 50, 55, 56

## Professional, Confidential and Represented Employees

<b>Insurance Benefits</b>	
Health Insurance Court Contribution Maximum	Medical - Twice Monthly Employee Only = 100% of premium Employee + 1 = 90% of premium Family = 90% of premium Dental - \$24.30 twice monthly
Flexible Spending Plan	Options include: Health Insurance Pretax Premiums, Medical/Dependent Care Spending, Parking & Transit, Life/Accidental Death Insurance for employee and family, Critical Illness and Accident Insurance, Term life with LTC rider, Pet Insurance.
Disability Insurance	Employee paid State Disability Insurance. Court paid Long Term Disability Insurance
Life Insurance	\$50,000 Term Life
Unit Cash Allowance- Interpreters Only	\$236.51 biweekly
<b>Retirement Benefits</b>	
Retirement Plan	Varies by date of hire
457 Deferred Compensation Plan	Voluntary benefit
<b>Leave Benefits</b>	
Sick Leave	12 days/yr
Vacation Accrual Rate	0-2 years - 12 days per year 2-4 years - 16 days per year 4-10 years - 19 days per year 10-14 years - 22 days per year 14+ years - 25 days per year
Vacation Accrual Cap	0-4 years - 328 hours 4-10 years - 400 hours 10-14 years - 430 hours 14+ years - 460 hours
Vacation Conversion	Up to 40 hours/yr after 5 years of service
Holidays	14 days + 1 floating day/yr; 1 add'l floating after 5 years of service
Alternative Transportation Benefit	.62 vacation hours biweekly
<b>Other Compensation</b>	
Bilingual Allowance	\$ 70.00