

**SUPERIOR COURT OF CALIFORNIA
COUNTY OF STANISLAUS**

**Regular Full-Time Represented Employees
Benefit Package – 2022**

TYPE	SEMI-MONTHLY	DESCRIPTION	SUBJECT TO TAXES
HEALTH INSURANCE	<p>Health Insurance Premiums:</p> <p>Kaiser Employee Only \$353.5 Employee +1 \$708.00 Family \$955.00</p> <p>Blue Shield PPO Employee Only \$421.00 Employee +1 \$842.00 Family \$1336.50</p> <p>Blue Shield HDHP w/ HSA Employee Only \$345.50 Employee +1 \$691.00 Family \$932.50</p>	<p>Employee pays the following, semi-monthly:</p> <p>Kaiser Employee \$44.00 Employee +1 \$88.00 Family \$154.00</p> <p>Blue Shield PPO Employee \$20.00 Employee +1 \$40.00 Family \$70.00</p> <p>Blue Shield HDHP Employee \$8.00 Employee +1 \$16.00 Family \$28.00</p> <p>Court Pays the following toward HDHP HSA: Employee Only \$43.75 Employee +1 \$87.50 Family \$87.50</p> <p>Health Insurance waive credit with proof of other coverage.</p> <p>\$50.00 per semi-monthly pay period</p>	<p>Premium Federal/State – No FICA/Medicare – No Retirement Contributable - No</p> <p>HSA Federal – No State – Yes FICA/Medicare – No Retirement Contributable - No</p> <p>Waive Federal/State – Yes FICA/Medicare – Yes Retirement Contributable - Yes</p>
DENTAL INSURANCE	<p><u>Delta Dental:</u> Employee Only \$21.10 Employee +1 \$42.00 Family \$72.65</p> <p><u>Delta Dental Enhanced:</u> Employee Only \$25.05 Employee +1 \$49.85 Family \$86.20</p>	<p>Employee pays the following, semi-monthly:</p> <p><u>Delta Dental:</u> Employee Only \$0 Employee + 1 \$0 Family \$0</p> <p><u>Delta Dental Enhanced:</u> Employee Only \$3.85 Employee + 1 \$7.65 Family \$13.55</p>	<p>Premium Federal/State – No FICA/Medicare – No Retirement Contributable - No</p>
VISION INSURANCE	<p>Employee Only \$4.15 Employee +1 \$7.47 Family \$10.70</p>	<p>Court pays: 100% of premium</p>	<p>Premium Federal/State – No FICA/Medicare – No Retirement Contributable - No</p>
SUPPLEMENTAL TERM LIFE INSURANCE	<p>Opt. 1 - \$20,000 - \$2.10 Opt. 2 - \$30,000 – \$3.15 Opt. 3 - \$50,000 – \$5.25 Opt. 4 - \$100,000 – \$10.50 Opt. 5 - \$150,000 – \$15.75 Opt. 6 - \$200,000 – \$21.00 Opt. 7 - \$250,000 – \$26.25 Opt. 8 - \$300,000 – \$31.50</p>	<p>This a total voluntary benefit. All premiums will be deducted semimonthly before tax from employee's paycheck. Note: Dependent life insurance is not available.</p>	<p>Premium Federal/State – No FICA/Medicare – Yes for amounts over \$50,000. Retirement Contributable - No</p>
BASIC TERM LIFE INSURANCE \$10,000		<p>Court pays term life insurance premiums</p>	<p>Premium Federal/State – No FICA/Medicare – No Retirement Contributable - No</p>
VACATION ACCRUAL	<p>4.31 hrs (bi-wkly) through 2nd yr. 5.85 hrs (bi-wkly) beginning 3rd – 7th yr. 6.77 hrs (bi-wkly) beginning 8th – 12th yr. 7.39 hrs (bi-wkly) beginning 13th – 18th yr. 8.93 hrs (bi-wkly) beginning 19th + yrs. Prorated if paid less than 80 hours base.</p>	<p>400 hours allowable maximum</p>	<p>Taxed when time is used. Federal/State – Yes FICA/Medicare – Yes Retirement Contributable - Yes</p>
VACATION CASH-OUT		<p>Cash out per fiscal year contingent upon budget/approval: 40 hours with 100-hour minimum balance. 60 hours with 200-hour with minimum balance. MOU provisions apply as appropriate.</p>	<p>Federal/State – Yes FICA/Medicare – Yes Retirement Contributable – Yes; Tier 6 employees - No</p>
PRE-RETIREMENT VACATION		<p>Up to 60 hours cash out in a fiscal year up to 12 months prior to retirement (Maximum cash out 120</p>	<p>Federal/State – Yes FICA/Medicare – Yes</p>

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CASH-OUT		hours) <i>Pre-retirement cash out is <u>not</u> available for employees in Tier 6.</i> <i>Maximum Pre-Retirement Cash-Out includes any amount cashed out per Vacation Cash-Out above during the same 12 month period prior to retirement.</i>	Retirement Contributable - Yes
TERMINATION VACATION CASH OUT		Balance of hours paid at termination.	Federal/State – Yes FICA/Medicare – Yes Retirement Contributable - No
SICK LEAVE ACCRUAL	3.7 hours per pay period. Prorated if paid less than 80 hours base.	96.2 annually	Taxed when time is used. Federal/State – Yes FICA/Medicare – Yes Retirement Contributable - Yes
TERMINATION SICK LEAVE CASH- OUT		0% = 0-6 years of service. 25% = 6+ years of service. 50% = Upon retirement or death up to 600 hrs. or personal cash out limit. Employees receive hour for hour retirement service credit for any sick leave above 600 hours or their personal maximum amount.	Federal/State – Yes FICA/Medicare – Yes Retirement Contributable - No
PARKING		Reimbursement of \$25/month	Federal/State – No FICA/Medicare – No Retirement Contributable - No

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