

# Ventura Superior Court

This is a brief description of Court benefits for eligible employees, which, for new hires, is within the first 60 days of employment.



## Health Insurance

Ventura Superior Court offers medical options through CalPERS to benefit eligible employees.

- Benefits-eligible employees receive flexible cash contributions toward court-sponsored health plans.
- Option to opt out of medical coverage with proof of alternate coverage and receive an opt-out allowance.

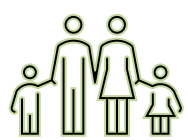
## Work/Life Integration



**Employee Assistance Program (EAP)** - Confidential counseling and support services.

**Coastal Housing Partnership** membership providing access to housing resources and financial benefits.

**Flexible Spending Accounts (FSAs)** for pre-tax reimbursement of eligible health care expenses and dependent care expenses.



## Life, Disability & Voluntary Benefits

Court-paid life insurance coverage up to \$50,000

Court-paid Long-Term Disability insurance

Optional, employee-paid benefits available:

- Additional Life Insurance
- Accidental Death & Dismemberment (AD&D)
- AFLAC voluntary coverage programs

## Vacation & Time-Off



### Annual Leave

- 176 hours per year
- Increases to 208 hours after 5 years of service

### Sick Leave

- 12 days (96 hours) per calendar year

### Holidays

- 14 paid holidays annually
- 1 personal floating holiday
- Partial-day closures before Thanksgiving, Christmas, and New Year's holidays

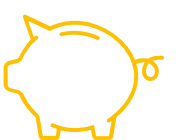


## Incentives

Educational Incentive Pay (with proof of completion)

- 2.5% for Associate's degree
- 3.5% for Bachelor's degree
- 5% for Graduate degree of higher

## Defined Benefits Plan



- Participation in a defined benefit pension plan, with contributions from both Ventura Superior Court and the employee.
- Participation in Social Security
- Reciprocity may be established with other eligible public retirement systems.



## Deferred Compensation & Financial Planning

Eligible to participate in:

- Ventura Superior Court 401(k) Shared Savings Plan
- Section 457 Deferred Compensation Plan

Up to 3% employer match on 401(k) contributions.

## Dental & Vision Insurance



### Dental Insurance

- \$2,500 annual maximum per person

### Vision Insurance - Benefit Frequency

- Every 12 months: Exam, Lenses, & Contacts
- Every 24 months: Frames



## Wellness Programs

Ventura Superior Court is offering various wellness programs for employees and their families:

- Wellworks for you
- Medical carriers: Blue Shield, UnitedHealthcare, Kaiser Permanente, Anthem Blue Cross, and HealthNet