



SUPERIOR COURT OF CALIFORNIA
COUNTY OF LOS ANGELES
CAREERS

**Benefit
Plan
Description
Options**



OPTIONS BENEFIT PLAN

Benefits may be purchased using a tax-free monthly benefits allowance between \$1,078.58 and \$2,324.72 for the 2023 plan year (based on number enrolled in medical coverage). If the monthly cost of the benefits selected is less than the monthly allowance, the employee receives the difference as additional taxable pay, up to a maximum of \$244.00. For detailed plan information, click [here](#).

■ Insurance:

The Options plan includes a robust range of insurance options, including medical, dental, disability, life, and AD&D insurance.

■ Flexible Spending Accounts:

Employees may contribute up to \$237 per month into a tax-free Health Care Spending Account and up to \$400 per month tax-free into a Dependent Care Spending Account. The Court contributes up to \$375 per month to the Dependent Care Spending Account.

■ Leave Benefits:

- Vacation – All permanent and other designated categories of employees are eligible to earn paid vacation based on years of service. Vacation time may not be used during the first 6 months of employment.
- Sick leave – Depending on the length of service and employment categories, up to one day of full pay per month of service is accrued monthly for qualifying service.
- Holidays – 14 days per year.
- Bereavement leave.

■ Retirement:

- Deferred Compensation Plan (457) – Optional tax-deferred supplemental retirement plan that includes a County match of up to 4% of employee's salary.
- Retirement Plan administered by the Los Angeles County Employees Retirement Association (LACERA).

If the candidate is a “new member” of the County’s defined benefit plan (LACERA) on or after January 1, 2013, that person’s pension will be limited under the Public Employees’ Pension Reform Act (PEPRA). For these purposes, a “new member” is someone who first becomes a member of LACERA on or after January 1, 2013 - that is, someone first employed by the County on or after December 1, 2012 - unless she or he established reciprocity with another public retirement system in which she or he was a member before January 1, 2013. For further information, visit lacera.com.

■ Other Benefits:

- The Commuter Benefit Plan (CBP) – Allows employees to pay for eligible public transit expenses using pre-tax dollars (up to IRS limits).
- Employee Assistance Program (EAP)
- Tuition Reimbursement – The Tuition Reimbursement Program provides eligible employees with tuition assistance (maximum \$2000 per fiscal year) for courses toward a degree program at an accredited college and/or university. The program is intended to support the ongoing development of a highly effective workforce at the Court.

The information contained herein concerning the benefit package available to incumbents in this classification is based on an employee's appointment to a full-time, permanent position in the Court service in this class. The specific benefit package any individual employee may receive is subject to change based on that employee's particular employment status and payroll title.