

Information from Human Resources: UJS Compensation - More than just a paycheck

Compensation for your employment with the UJS includes valuable benefits above and beyond your regular salary. The following provides you with information on your employer-paid benefits.

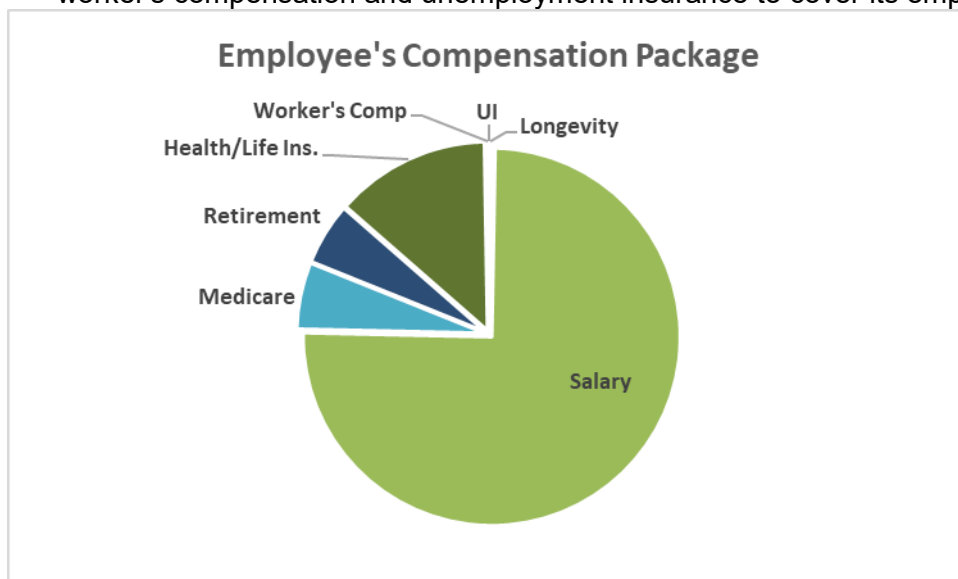
- Benefited employees receive employer-paid benefits above and beyond their annual salary. For example, an employee earning \$36,952 annually and with 12 years of service would receive additional employer-paid benefits of \$15,270 for a total annual compensation package of \$52,223, in Fiscal Year 2020. Therefore, in this example, the UJS has paid approximately 41.3% over the employee's annual salary in employer-paid benefits. These benefits include:

- The UJS provides your **health insurance premium** and \$25,000 in **life insurance** at no cost to you. The UJS pays an estimated \$10,071 annually per employee to provide you with this benefit.
- After 7 years of state employment, the UJS pays you **longevity pay** annually on your anniversary date according to the following schedule:
 - 7 to 9 years = \$100
 - 10 to 14 years = years of service times \$10
 - 15 to 19 years = years of service times \$15
 - 20 to 24 years = years of service times \$20
 - 25 to 29 years = years of service times \$25
 - 30 to 34 years = years of service times \$30
 - 35 to 39 years = years of service times \$35
 - 40 to 44 years = years of service times \$40
 - 45 to 49 years = years of service times \$45

The average UJS employee has 12 years of service and receives an annual longevity check of \$120 less federal income taxes.

In Fiscal Year 2020, the UJS will pay an estimated total of \$129,915 in longevity pay for our employees.

- The UJS matches your **retirement contributions**:
 - Class A employees receive a match of 6% of their salary
 - Class B (Public Safety) receives a match of 8% of their salary
 - Class B (Judicial) receives a match of 9% of their salaryIn Fiscal Year 2020, the UJS will pay an estimated total of \$2.4 million in matching contributions for our employees.
- The UJS will also pay approximately \$116,536 in employer contributions to worker's compensation and unemployment insurance to cover its employees.



- ✿ UJS employees receive 10-12 paid holidays every year.
- ✿ In addition to the above employer-paid benefits, UJS employees receive 5 hours of **paid vacation leave** per semimonthly pay period each year, adding up to approximately 3 weeks per year. After 15 years of service, vacation leave accumulation increases to 6.6667 hours per semimonthly pay period – approximately 4 weeks per year. To determine the actual value of your leave per year, multiply your allotted annual leave hours times your salary. For example, for an employee earning \$16.33 per hour, a day of vacation has a \$130.64 value. Without this leave, each time you took vacation you would be required to use leave without pay. Balances are capped at 240 and 320 hours, depending on years of service. Vacation leave is paid to you upon termination of your employment with the state provided you have had 6 months or more of service. Your current leave balances are shown on your payroll e-stub.
- ✿ UJS employees also receive 4.6667 hours of **paid sick leave** per semimonthly pay period each year, adding up to over 2 weeks each year. There is no cap on the numbers of hours you can accumulate. Normally if you leave state employment after seven years of consecutive service you will be paid for one-quarter of sick leave, up to 480 hours; however, certain criteria must be met.

Personal Emergency Leave – full-time and part-time regular employees, including probationary employees, are allowed to use forty hours of accumulated sick leave for personal emergencies each calendar year. The use of sick leave for personal emergencies may be granted for a death or temporary care of members of the immediate family, volunteer police or rescue work, military reserve or National Guard members called for state active duty.

- ✿ Consecutive years of service within state government transfer to the UJS for the purposes of longevity and rate of annual leave accrual when you become a UJS employee. In most cases, all of your annual and sick leave balances also transfer with you to the UJS.
- ✿ Do not forget about the **training** you receive as a UJS employee when you value your compensation package. UJS employees receive employer-paid, position-specific training such as annual training for Clerks, Judges, Court Services, and Court Reporter training. In addition, other in-state and out-of-state training opportunities are available as budgeted and approved. Any travel required for work-related training is also paid at rates set within the UJS travel regulations and according to Supreme Court policy.
- ✿ As a UJS employee you may participate in a number of **other benefits** depending on your particular situation such as employer-paid military leave, pre-tax deductions, etc. You can locate these specific employer-paid benefits on your pay stub as they are marked as "ER" (employer) and company deductions.

Thank you for your services to the UJS and the citizens of this state!

If you have any questions about the information contained in this document, please contact the UJS Human Resources Office at 773-4867.