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

Compensation for employment with the UJS includes valuable benefits above and beyond a regular salary. The following provides you with some information on the total compensation package.

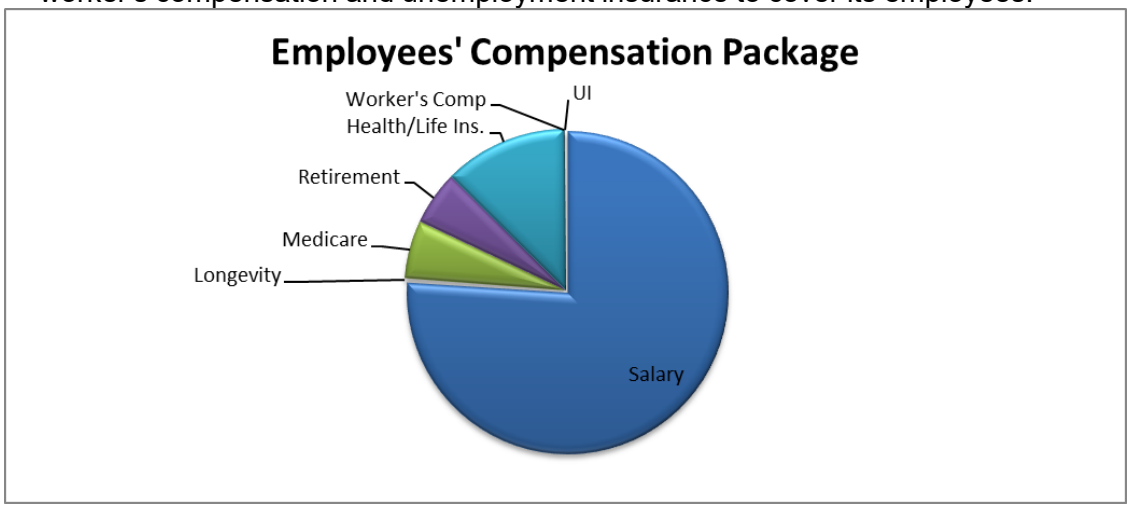
- Benefited employees receive employer-paid benefits above and beyond their annual salary. For example, in Fiscal Year 2027, an employee earning $48,421 annually and with 12 years of service would receive additional employer-paid benefits of $19,236 for a total annual compensation package of $67,656. Therefore, in this example, the UJS has paid approximately 39.7% over the employee's annual salary in employer-paid benefits. Some of the benefits that benefited employees receive include:

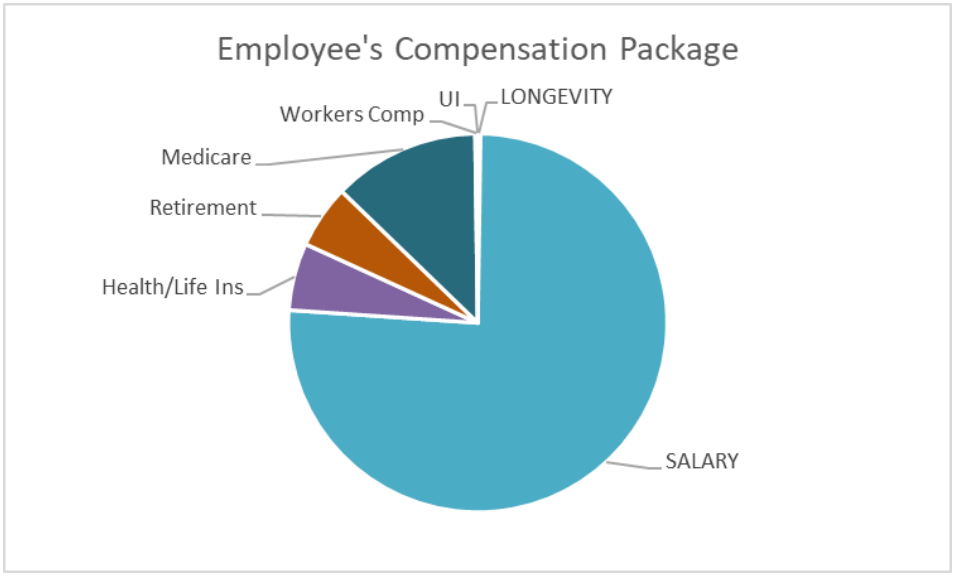
  - The UJS provides a $25,000 in **life insurance** at no cost to the employee and subsidizes **health insurance premium** at the cost of $12,388.

  - After 7 years of state employment, the UJS pays **longevity pay** annually on an employee's 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
    In Fiscal Year 2027, the UJS will pay an estimated total of $139,487 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 salary
    In Fiscal Year 2027, the UJS will pay an estimated total of $3.38 million in matching contributions for our employees.

  - The UJS will also pay approximately $79,779 in employer contributions to worker's compensation and unemployment insurance to cover its employees.




Employee's Compensation Package
UI
LONGEVITY
Workers Comp
Medicare
Retirement
Health/Life Ins
SALARY

- UJS employees receive 11-12 paid holidays every year. Permanent, benefited employees also receive a day off for their birthday to be used on their birthday or in their birth month.

- 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. Employees are eligible to use accrued vacation leave immediately upon hire. After 15 years of service, vacation leave accumulation increases to 6.6667 hours per semimonthly pay period – approximately 4 weeks per year. Without this leave, each time an employee took vacation they 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 upon termination of employment with the state provided an employee has had 6 months or more of service.

- 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 an employee can accumulate. Employees are eligible to use accrued sick leave immediately upon hire. Normally, when leaving state employment after seven years of consecutive service an employee will be paid for one-quarter of sick leave, up to 480 hours; however, certain criteria must be met.

- Consecutive years of service within state government transfer to the UJS for the purposes of longevity and rate of annual leave accrual when becoming a UJS employee. In most cases, all of annual and sick leave balances also transfer to the UJS.

- Do not forget about the **training** provided to UJS employees when you value your compensation package. UJS employees receive employer-paid, position-specific training such as annual training for Judges, Clerks, 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.

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