



# COME WORK FOR US

## SOUTH DAKOTA UNIFIED JUDICIAL SYSTEM

The state of South Dakota offers a competitive compensation package.

### ↓ Vacation and Sick Leave

You start accruing leave upon employment. *(Prorated for part-time employees.)*

**Vacation Leave:** Full-time employees with less than 15 years of service earn vacation leave at a rate of 5 hours per pay period (15 days per year). Employees with 15 or more years of service earn vacation leave at a rate of 6.6667 hours per pay period (20 days per year).

**Sick Leave:** Full-time employees earn 4.6667 sick leave hours per pay period (14 days per year).

- Employees may use up to 5 days of sick leave as **bereavement leave** for each loss of an immediate family member.
- Employees may use up to 40 hours of accumulated sick leave annually for a call to **state active duty of military reserve** or **National Guard members**.

### ↓ Paid Family Leave

Paid family leave (PFL) provides eligible employees with paid leave following the birth of a child or placement of a child for adoption. It allows parents to spend critical bonding time with their child.

- Permanent employees are eligible if they have been employed for a minimum of 6 continuous months.
- Full-time employees are eligible for up to 40 PFL hours per week for up to 12 weeks. *(Prorated for part-time employees.)*

### ↓ Paid Family Medical Leave

Paid family medical leave (PFML) provides employees with peace of mind and financial security during life's difficult moments.

- PFML covers events outside of the birth of a child or placement of a child for adoption or foster care.
- Employees must have 80 hours or less of sick leave and have missed more than three consecutive work days due to a Family Medical Leave Act qualifying event.
- Employees will be paid at 100% for up to 12 weeks.

### ↓ Military Training Leave

Employees are entitled to up to 15 days of military training leave per calendar year.

### ↓ Paid Holidays

Employees receive 11 to 13 paid holidays per calendar year.

### ↓ Birthday Leave

Employees receive 8 hours of leave for their birthday. *(Prorated for part-time employees.)*

## ↓ Health Benefits

Employees can choose from several health insurance plans, including a \$0 premium plan for employee coverage.

## ↓ Flexible Benefits

Employees have access to group rates on family medical coverage, dental, vision, and long and short-term disability insurance.

## ↓ Life Insurance

The South Dakota State Employee Benefits Program provides eligible employees with \$25,000 of life insurance and accidental death and dismemberment (AD&D) coverage.

## ↓ Supplemental Life Insurance

Employees may elect supplemental life insurance with accidental death and dismemberment (AD&D) coverage for themselves and for their spouse and dependents.

## ↓ Retirement

Employees receive a 6% to 8% fully-matched retirement plan.

- Retirement plans are fully vested after three years of service.
- To learn more visit <https://www.sd.gov/sdrs>.

## ↓ Supplemental Retirement Plan

- Similar to 401(k).
- To learn more visit <https://www.srp457.com/rsc-preauth>

## ↓ Employee Assistance Program

The Employee Assistance Program provides support for personal and work-related issues for employees, their dependents, and their household members.

## ↓ More


- Longevity pay
- Training and career development opportunities
- Reduced tuition at state universities
- Promotional opportunities
- Work/life balance

## Get in Touch

South Dakota Unified Judicial System



 <https://uj.s.sd.gov>

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