

Appendix B –Benefits Summary Tables

State Bar of California

Total Compensation Study – Draft Data

TABLE C1					
STATE BAR ASSOCIATION OF CALIFORNIA TOTAL COMPENSATION STUDY GENERAL INFORMATION					
Agency	Number of Full-Time Employees	Salary Plan Structure	Number of Hours Full-Time Employees Work in a Week	Next Date of Cost of Living Increase	Amount of Next Cost of Living Increase
State Bar Association of California	535	Attorneys have 10 steps. General EEs have 7 steps.	Attorneys – 40 General, Conf, and Exec: 36.25	N/A	N/A
Alameda County Superior Court	729.01	5 steps For open range, minimum and maximum rates vary by classifications.	All classifications matched work 40 hour schedule	DNA	DNA
California Judicial Council	697.73	DNA	40	DNA	DNA
City and County of San Francisco	28,435.37	DNA	40	DNA	DNA
City of Anaheim	1,915	9 or 10 steps Mgmt positions have control point	40	N/A	N/A
City of Long Beach	5,235	7 steps	40	LBCAA, LBCPA: July 1, 2016 IAM – October 16	In negotiation
City of Los Angeles	48,444	DNA	DNA	DNA	DNA
City of Oakland	4,145.8	UK2: open range (control point at mid-point) Local 21 & Local 1021: 5 steps	37.5	UK2 & Local 21: January 14, 2017 Local 1021: October 1, 2016	UK2 & Local 21: 4% Local 1021: 1%
City of San Jose	5945	9 steps in CEO bargaining unit	40	June 2016	Exec/Mgmt: DNA CEO & ALP: 3%

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Agency	Number of Full-Time Employees	Salary Plan Structure	Number of Hours Full-Time Employees Work in a Week	Next Date of Cost of Living Increase	Amount of Next Cost of Living Increase
County of Alameda	DNA	DNA	DNA	DNA	DNA
County of Los Angeles	108,093	DNA	DNA	DNA	DNA
County of Orange	18,148	12 steps for most classifications. Exec and Admin Mgmt have open range. Control point is \$19,103/month for Exec Mgmt and \$13,870/month for Admin Mgmt	40	Exec Mgmt, Mgmt, & Gen EEs : July 2016 Attorneys: April 2017	Exec Mgmt & Mgmt: 1.75% will be placed into a funding pool for a new compensation system. If the new system has not been created by that date, salaries will be increased by 1.5% up to the max rate. Attorneys: TBD Gen EEs: 2.5% plus one time \$500 lump sum
County of Santa Clara	9698.6	DNA	DNA	DNA	DNA
Los Angeles County Superior Court	4,437	5 steps or 7 steps	40	July 2016	4%
Los Angeles Unified School District	58,973	5 steps	40	July 2016	2.5%
San Francisco County Superior Court	459	5 steps 4 steps for Paralegal	40	July 2016	3%
State of California, Executive Branch	DNA	Open Range for Executive, steps for all others.	40	DNA	DNA

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TABLE C2 STATE BAR ASSOCIATION OF CALIFORNIA TOTAL COMPENSATION STUDY RETIREMENT PRACTICES						
Agency	Retirement Type	Employer Pick-Up of Employee's Retirement Contribution	Employer Retirement Contribution Rate	Vesting Period for Retirement Benefits	Retirement Formula	Social Security
State Bar Association of California	PERS	0%	9.952%	5 years	2%@62	7.65%
Alameda County Superior Court	37 Act, ACERA	0%	29.257%	5 years	Tier IV 2.5%@67	7.65%
California Judicial Council	PERS	0%	Tier I: 25.150%	5 years	2%@62	7.65%
City and County of San Francisco	37 Act, SFERS	0%	19.240%	5 years	New hires 2.3%@65	7.65%
City of Anaheim	PERS	0%	26.371%	5 years	2%@62	1.45%
City of Long Beach	PERS	0%	18.380%	5 years	2%@62	7.65%
City of Los Angeles	37 Act, LACERS	DNA	28.76%	5 years	2.16%@ 55 w/30 years 60 w/10 years 70 w/any years	1.45%
City of Oakland	PERS	0%	32.936%	5 years	2%@62	1.45%
City of San Jose	37 Act, Federated City Employees	0%	5.700%	5 years	2% x YOS x Final Comp (65% max)	1.45%
County of Alameda	37 Act, ACERA	Exec Mgmt 3%	22.38%	5 years	Age factor	7.65%
County of Los Angeles	37 Act, LACERA	0%	20.95%	5 years	2.5%@67	1.45%

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TABLE C2 STATE BAR ASSOCIATION OF CALIFORNIA TOTAL COMPENSATION STUDY RETIREMENT PRACTICES						
Agency	Retirement Type	Employer Pick-Up of Employee's Retirement Contribution	Employer Retirement Contribution Rate	Vesting Period for Retirement Benefits	Retirement Formula	Social Security
County of Orange	37 Act, OCERS	0%	33.9%	5 continuous years employment	1.62%@65	1.45%
County of Santa Clara	PERS	0%	13.186% (18.186% - 5% EE contribution to ER rate)	5 years	2%@62	7.65%
Los Angeles County Superior Court	37 Act, LACERA	0%	19.330%	5 years for Plans A-D, &G 10 years for Plan E	Approximate formula for Tier G is 1.5%@57	1.45%
Los Angeles Unified School District	PERS	0%	11.847%	5 years	2%@62	7.65%
San Francisco County Superior Court	37 Act, SFERS	0%	18.000%	5 years	Service Credit x Age Factor x Final Compensation = monthly service retirement benefit. Max annual benefit is 75% of average final compensation	7.65%
State of California, Executive Branch	PERS	0%	25.15%	5 years	2%@62	7.65%

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TABLE C3 STATE BAR ASSOCIATION OF CALIFORNIA TOTAL COMPENSATION STUDY CAFETERIA PLAN EMPLOYER CONTRIBUTION PRACTICES					
Agency	Max Monthly Employer Contribution to Cafeteria Plan	Intended Cafeteria Plan Benefits	Max Monthly Employer Contribution to Medical Insurance	Max Monthly Employer Contribution to Dental Insurance	Max Monthly Employer Contribution to Vision Insurance
State Bar Association of California	N/A	N/A	Attorney and General EEs: \$2,138 Exec: \$2,673	Attorney and General EEs: \$131 Exec: \$164	Attorney and General EEs: \$31 Exec: \$40
Alameda County Superior Court	Management \$125 SEIU N/A	EE portion of health insurance and voluntary life and AD&D. Unreimbursed health, dental, & vision expenses. Some over-the-counter expenses	\$1,529	\$164	N/A
California Judicial Council	DNA	DNA	\$1,620	N/A	N/A
City and County of San Francisco	N/A	N/A	\$1,692	\$177	Inc w/med
City of Anaheim	N/A	N/A	\$1,388	\$56	Inc w/med
City of Long Beach	N/A	N/A	\$1,436	\$121	\$14
City of Los Angeles	DNA	DNA	\$1,443	\$47	Inc w/med
City of Oakland	N/A	N/A	\$1,941	\$113	\$29
City of San Jose	N/A	N/A	\$1,575	\$144	Exec/Mgmt: N/A CEO & ALP: \$16
County of Alameda	Unrep, ACMEA \$258 SEIU \$75	Medical, dental, vision, supplemental employee life, and AD&D insurance benefit elections	\$1,633	\$124	N/A

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TABLE C3 STATE BAR ASSOCIATION OF CALIFORNIA TOTAL COMPENSATION STUDY CAFETERIA PLAN EMPLOYER CONTRIBUTION PRACTICES					
Agency	Max Monthly Employer Contribution to Cafeteria Plan	Intended Cafeteria Plan Benefits	Max Monthly Employer Contribution to Medical Insurance	Max Monthly Employer Contribution to Dental Insurance	Max Monthly Employer Contribution to Vision Insurance
County of Los Angeles	Management and Unrep: With 10 years of service 17.4% of salary or \$1158, whichever is greater. SEIU: 1837.66	Medical, dental, life and AD&D insurance, LTD, and health and dependent cares spending accounts.	N/A	N/A	N/A
County of Orange	N/A	N/A	\$1,229	Exec Mgmt & Mgmt: \$125 – Employer reimburses up to \$1,500 cost annually All others: N/A	N/A
County of Santa Clara	N/A	N/A	Exec Unrep: \$1,851 CCAA, GAA: \$1,929 SEIU: \$1,930	\$114	\$10
Los Angeles County Superior Court	Mgmt, Non-Rep: 14.5% to 17% of salary or \$1,158, whichever is greater. Local 3271, Local 3302: \$1,633	Medical, dental, disability, life and AD&D insurance, and health and dependent care spending accounts.	N/A	N/A	N/A
Los Angeles Unified School District	N/A	N/A	\$931	Inc w/med	Inc w/med
San Francisco County Superior Court	Executive Management \$2,041	Medical, dental, vision, disability, life insurance	Local 21 and 1021 \$2041	Local 21 and 1021 \$192.05	Inc w/ med

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TABLE C3 STATE BAR ASSOCIATION OF CALIFORNIA TOTAL COMPENSATION STUDY CAFETERIA PLAN EMPLOYER CONTRIBUTION PRACTICES					
Agency	Max Monthly Employer Contribution to Cafeteria Plan	Intended Cafeteria Plan Benefits	Max Monthly Employer Contribution to Medical Insurance	Max Monthly Employer Contribution to Dental Insurance	Max Monthly Employer Contribution to Vision Insurance
State of California	Executive Management, Management (M01), Represented Units 2 and 7 \$1,572	Health, Dental, Vision	Represented Units 1 and 4 \$1,469	Represented Units 1 and 4 \$40.83	Represented Units 1 and 4 \$8.64

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TABLE C4 STATE BAR ASSOCIATION OF CALIFORNIA TOTAL COMPENSATION STUDY DEFERRED COMPENSATION CONTRIBUTION, LONGEVITY PAY, EDUCATION CERTIFICATION REIMBURSEMENT, AND EDUCATIONAL INCENTIVE PAY PRACTICES				
Agency	Employer Contribution to Deferred Compensation	Longevity Pay Practices	Education Reimbursement – Max paid toward tuition and books	Educational Incentive Pay
State Bar Association of California	N/A	N/A	N/A	N/A
Alameda County Superior Court	N/A	N/A	\$800/year Mgmt EEs are allowed to elect to apply this amount to their Cafeteria plan instead of Education/ Certification Reimbursement.	N/A
California Judicial Council	N/A	N/A	\$350	N/A
City and County of San Francisco	Elected: DNA MEA, MAA, IFPTE, DAIA, SEIU: N/A	Elected: DNA MEA, MAA, IFPTE, DAIA: N/A SEIU: \$52 per month at 10 years	MEA, IFPTE: \$2000/year SEIU: \$500/year	N/A
City of Anaheim	N/A	N/A	Tuition Grant Plan provides single \$500 one-time lump sum non-taxable payment per degree, or EEs can receive an interest free, non-taxable tuition loan for 6 months, repaid through 13 payroll deductions.	N/A
City of Long Beach	Mgmt, IAM: N/A LBCAA, LBCPA: \$75/month	N/A	Mgmt, LBCAA, LBCPA: N/A IAM: \$800/year	N/A
City of Los Angeles	N/A	N/A	N/A	N/A

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TABLE C4 STATE BAR ASSOCIATION OF CALIFORNIA TOTAL COMPENSATION STUDY DEFERRED COMPENSATION CONTRIBUTION, LONGEVITY PAY, EDUCATION CERTIFICATION REIMBURSEMENT, AND EDUCATIONAL INCENTIVE PAY PRACTICES				
Agency	Employer Contribution to Deferred Compensation	Longevity Pay Practices	Education Reimbursement – Max paid toward tuition and books	Educational Incentive Pay
City of Oakland	N/A	N/A	UK2: N/A Local 21: \$820/year Local 1021: \$600/year	N/A
City of San Jose	Exec/Mgmt: 3.75% of base CEO & ALP: N/A	Exec/Mgmt & ALP: N/A CEO: EE who serves 10 years or more in the same job class receives \$500 lump sum per year if performance rating is “Above Standard” or higher.	\$1,000/year	N/A
County of Alameda	County Counsel and District Attorney: 7% All others: N/A	N/A	SEIU: \$650/year All others: N/A	N/A
County of Los Angeles	8%	Public Defender Investigators receive longevity: 3% after completion of 19 th year Add'l 4% after completion of 24 th year Add'l 4% after completion of 29 th year. Peace officers must choose either Longevity or POST pay.	DNA	DNA

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TABLE C4 STATE BAR ASSOCIATION OF CALIFORNIA TOTAL COMPENSATION STUDY DEFERRED COMPENSATION CONTRIBUTION, LONGEVITY PAY, EDUCATION CERTIFICATION REIMBURSEMENT, AND EDUCATIONAL INCENTIVE PAY PRACTICES				
Agency	Employer Contribution to Deferred Compensation	Longevity Pay Practices	Education Reimbursement – Max paid toward tuition and books	Educational Incentive Pay
County of Orange	Dept Heads: 5% Sr Mgmt: 4% Those in the 1.62%@65 formula receive 2%	N/A	Exec mgmt and Gen EEs: \$3,000/FY Professional: \$2,000/FY	N/A
County of Santa Clara	N/A	N/A	Exec Unrep: \$1500/year tuition, \$1500/year professional development CCAA: \$900/year GAA: \$450/year Gen EEs: \$1,800/year	N/A
Los Angeles County Superior Court	Mgmt, Unrep: Up to 8% match. Local 3271, Local 3302: Up to 4% match	N/A	N/A	N/A
Los Angeles Unified School District	N/A	10+ years - \$54 per month 15+ years - \$65 per month 20+ years - \$76 per month 25+ years - \$87 per month 30+ years - \$98 per month	Sr Mgmt & Mgmt: \$600/year CSEA: \$700/year	N/A

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TABLE C4 STATE BAR ASSOCIATION OF CALIFORNIA TOTAL COMPENSATION STUDY DEFERRED COMPENSATION CONTRIBUTION, LONGEVITY PAY, EDUCATION CERTIFICATION REIMBURSEMENT, AND EDUCATIONAL INCENTIVE PAY PRACTICES				
Agency	Employer Contribution to Deferred Compensation	Longevity Pay Practices	Education Reimbursement – Max paid toward tuition and books	Educational Incentive Pay
San Francisco County Superior Court	N/A	Local 21: \$52 per month after 5 years Local 1021 \$0.30 per hour (calculated at \$52 per month) after 5 years of continuous service at top step or 10 years of continuous service in the classification, whichever is less.	Exec/Mgmt: \$15,000 pool per FY for all Mgmt EEs to use. Local 21: \$30,000 pool per FY that all applicable EEs can apply for. Local 1021: An EE who has served a min of 1 year of satisfactory service may apply for tuition reimbursement in an amount of 100% for courses that, in the sole discretion of the Court, pertains to the duties of a current or higher classification of Court service. No reimbursement shall be made if the EE is eligible to receive reimbursement for said tuition under a Federal or State Veteran’s benefit program or from other public funds.	N/A
State of California	N/A	N/A	If job required or related training, 100% If career development, up to 50%	N/A

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TABLE C5 STATE BAR ASSOCIATION OF CALIFORNIA TOTAL COMPENSATION STUDY CERTIFICATION PAY, INCENTIVE/BONUS PAY, PUBLIC TRANSIT PAY, AND BILINGUAL PAY PRACTICES (PER MONTH)				
Agency	Certification Pay	Incentive/Bonus Pay	Public Transit Pay	Bilingual Pay
State Bar Association of California	N/A	N/A	\$125	Attorney and General EEs: \$60 for oral or \$120 for translations
Alameda County Superior Court	N/A	N/A	N/A	1 language - \$76 3 or more languages - \$98 If EE uses language more than 10 hours in a pay period, they will receive an additional \$32.50/month.
California Judicial Council	N/A	N/A	N/A	N/A
City and County of San Francisco	N/A	N/A	N/A	SEIU, IFPTE: If used 40 hours or more/pp = \$130/month; If used more than 10 hrs but less than 40/pp = \$86.67/month DAIA: \$70/month
City of Anaheim	N/A	N/A	\$29	Exec: N/A Mgmt, Prof & Conf: 5% of base pay
City of Long Beach	Mgmt, LBCAA, LBCPA: N/A IAM: \$200 for possessing an authorized license or certificate that reflects achievement in attaining certification for professional excellence and experience.	N/A	N/A	Mgmt, LBCAA, LBCPA: N/A IAM: \$104 per month

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TABLE C5 STATE BAR ASSOCIATION OF CALIFORNIA TOTAL COMPENSATION STUDY CERTIFICATION PAY, INCENTIVE/BONUS PAY, PUBLIC TRANSIT PAY, AND BILINGUAL PAY PRACTICES (PER MONTH)				
Agency	Certification Pay	Incentive/Bonus Pay	Public Transit Pay	Bilingual Pay
City of Los Angeles	N/A	N/A	Up to \$50	Rep Unit 1: Speak \$50/mo; speak, read, and write \$100/mo Rep Unit 3: Speak 2.75%; speak, read, and write 5.5%
City of Oakland	N/A	N/A	N/A	Level 1: \$45 Level 2: \$90
City of San Jose	N/A	N/A	N/A	Oral only: \$63 Oral and Written: \$87
County of Alameda	N/A	N/A	N/A	Unrep: \$87/mo bilingual Mgmt: \$87/mo bilingual, \$98/mo trilingual SEIU: \$119/mo bilingual, \$130/mo trilingual
County of Los Angeles	N/A	DNA	N/A	General EEs receive \$100
County of Orange	N/A	N/A	N/A	Attorneys: \$35 Mgmt: \$52 Gen EEs: \$69. Certain classes, including paralegal, are eligible for exceptional bilingual pay at \$121 per month.

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TABLE C5 STATE BAR ASSOCIATION OF CALIFORNIA TOTAL COMPENSATION STUDY CERTIFICATION PAY, INCENTIVE/BONUS PAY, PUBLIC TRANSIT PAY, AND BILINGUAL PAY PRACTICES (PER MONTH)				
Agency	Certification Pay	Incentive/Bonus Pay	Public Transit Pay	Bilingual Pay
County of Santa Clara	Under the Career Incentive Program for Public Defenders, EEs can get the following for POST: Basic: \$178.75 Intermediate: \$355.98 Advanced: \$532.83	N/A	N/A	CCAA & GAA: \$60 SEIU: \$150
Los Angeles County Superior Court	N/A	N/A	N/A	Local 3271 and Local 3302: \$100
Los Angeles Unified School District	N/A	N/A	\$55	\$61 speak; \$100 speak, read, and write

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TABLE C5 STATE BAR ASSOCIATION OF CALIFORNIA TOTAL COMPENSATION STUDY CERTIFICATION PAY, INCENTIVE/BONUS PAY, PUBLIC TRANSIT PAY, AND BILINGUAL PAY PRACTICES (PER MONTH)				
Agency	Certification Pay	Incentive/Bonus Pay	Public Transit Pay	Bilingual Pay
San Francisco County Superior Court	Local 21: With approval of the Court Executive Officer or designee, the Court shall reimburse each staff attorney (who has been employed by the Court for one year as of January 15 th each year) up to \$500 annually for professional training and educational needs to comply with mandatory state bar continuing education requirements or other professional activities. Employees who begin working or are otherwise eligible after the beginning of the FY shall be reimbursed on a pro rata basis.	N/A	N/A	Executive Management: \$108.33/mo Local 21: \$108.33 for 10-40 hours biweekly, \$162.50 for over 40 hours Local 1021: \$86.67 for less than 40 hours biweekly, \$130/mo for 40 hours or more biweekly
State of California	N/A	N/A	75% of monthly transit pass up to \$65/month	\$100

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TABLE C6 STATE BAR ASSOCIATION OF CALIFORNIA TOTAL COMPENSATION STUDY VACATION LEAVE ACCRUAL (IN DAYS) AND CASH OUT PRACTICES							
Agency	Year 1 Annual Accrual	Year 1 Accrual Cap	Year 10 Annual Accrual	Year 10 Accrual Cap	Max Accrual	Max Accrual Cap	Vacation Cash Out Practices
State Bar Association of California	Attorneys and Gen EEs: 10 Exec: 15	Attorneys and Gen EEs: 30 Exec: 45	20	Attorneys and Gen EEs: 30 Exec: 50	At 15 years: 25	Attorneys and Gen EEs: 30 Exec: 55	Attorneys and Gen EEs may cash up to 10 days when (1) they reach top of salary range and (2) they have 15 days accrued. Exec may cash out up to 10 days when approaching the accrual cap.
Alameda County Superior Court	10	20	15	30	At 20 years: 25	50	ACMEA & Mgmt: EEs can receive cash payment for up to 15 vacation days per fiscal year. In lieu of, or in addition to the above, an EE may sell up to 10 additional days to be used solely for the purchase of Long Term Disability Insurance. SEIU: 1 day per fiscal year.
California Judicial Council	10.5	80	19.5	80	24	80	Periodically, CalHR and the Dept of Finance authorize departments to offer to cash out excluded EEs' unused vacation, annual leave, personal leave, and/or personal holiday credits at their regular pay rate. Depts choose whether to participate based on availability of funds. Typically, the number of hours that may be cashed out is capped.
City and County of San Francisco	10	10	15	15	At 15 years 20	20	N/A

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TABLE C6 STATE BAR ASSOCIATION OF CALIFORNIA TOTAL COMPENSATION STUDY VACATION LEAVE ACCRUAL (IN DAYS) AND CASH OUT PRACTICES							
Agency	Year 1 Annual Accrual	Year 1 Accrual Cap	Year 10 Annual Accrual	Year 10 Accrual Cap	Max Accrual	Max Accrual Cap	Vacation Cash Out Practices
City of Anaheim	13.25	26.5	19.5	39	At 24 years 29.25	58.5	Exec, Mgmt, & Prof: Anything over max accrual is paid out if EE has used 80 hours during the year and has a balance of at least 80 hours. Conf: Anything over max accrual is paid out if EE has used 40 hours during the year and has a balance of at least 40 hours.
City of Long Beach	12	12	15	15	At 19.5 years 20	20	N/A
City of Los Angeles	All 11; City Atty receives additional 1 time lump sum upon hire of 15 or 20 days	General: 22 City Atty: 50	All 17	General: 34 City Atty: 50	All At 25 years 25	All 50	N/A
City of Oakland	10	20	15	30	At 30 years 30	60	UK2 & Local 21: EE may sell back vacation up to 20 days per year. Local 1021: EE may sell back vacation up to 15 days per year.

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TABLE C6 STATE BAR ASSOCIATION OF CALIFORNIA TOTAL COMPENSATION STUDY VACATION LEAVE ACCRUAL (IN DAYS) AND CASH OUT PRACTICES							
Agency	Year 1 Annual Accrual	Year 1 Accrual Cap	Year 10 Annual Accrual	Year 10 Accrual Cap	Max Accrual	Max Accrual Cap	Vacation Cash Out Practices
City of San Jose	Exec/Mgmt & ALP: 15 CEO: 10	Exec/Mgmt & ALP: 30 CEO: 20	Exec/Mgmt & ALP: 20 CEO: 15	Exec/Mgmt & ALP: 40 CEO: 30	At 15 years: Exec/Mgmt & ALP: 25 At 25 years CEO: 23.5	Exec/Mgmt & ALP: 50 CEO: 47	Exec/Mgmt & ALP: EEs can cash out 20 hours per calendar year CEO: N/A
County of Alameda	10	20	15	30	At 20 years 25	50	SEIU: 5 days/year; at 11 years can cash out 10 days/year Unrep and Mgmt: 15 days/year
County of Los Angeles	SEIU: 10.74 All others: 10	10	SEIU: 17.76 All others: 17	17	At 24 years SEIU: 26.1 All others: 25 days	25	Maximum in-service payout is 20 days
County of Orange	Exec Mgmt: 24 PTO Gen EEs: 19 PTO Atty/Mgmt : 10 Vacation	PTO Unlimited Atty/Mgmt 60	Exec Mgmt: 37 PTO Gen EEs: 32 PTO Atty/Mgmt : 25 Vacation	PTO Unlimited Atty/Mgmt 60	At 10 years Exec Mgmt: 37 PTO Gen EEs: 32 PTO Atty/Mgmt : 25 Vacation	PTO Unlimited Atty/Mgmt 60	Exec Mgmt: Up to 80 hours/FY Attorney: Up to 120 hours/FY. Mgmt: May only cash out if EE will reach the cap some time during FY. Gen EEs: Up to 40 hours/FY if economically and operationally feasible.

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TABLE C6							
STATE BAR ASSOCIATION OF CALIFORNIA TOTAL COMPENSATION STUDY VACATION LEAVE ACCRUAL (IN DAYS) AND CASH OUT PRACTICES							
Agency	Year 1 Annual Accrual	Year 1 Accrual Cap	Year 10 Annual Accrual	Year 10 Accrual Cap	Max Accrual	Max Accrual Cap	Vacation Cash Out Practices
County of Santa Clara	Exec: 36 PTO CCAA, GAA: 19 SEIU: 10	Exec: 108 PTO CCAA, GAA: 57 SEIU: 30	Exec: 36 PTO CCAA, GAA: 27 SEIU: 18	Exec: 108 PTO CCAA, GAA: 81 SEIU: 54	At 20 years Exec: 36 PTO CCAA, GAA: 31 SEIU: 22	Exec: 108 PTO CCAA, GAA: 93 SEIU: 66	GAA and CAA: Attorneys who use no more than 16 hours of sick leave for a period of one calendar year shall be allowed to cash out 40 hours of vacation. Those EEs who use no sick leave during that period have an option to cash out an additional 40 hours vacation for a total of 80 hours.
Los Angeles County Superior Court	Mgmt, Unrep: 10 PTO Local 3271, Local 3302: 10	Mgmt, Unrep: 10 PTO Local 3271, Local 3302: 10	Mgmt, Unrep: 10 PTO Local 3271, Local 3302: 21	Mgmt, Unrep: 10 PTO Local 3271, Local 3302: 21	At 24 years Mgmt, Unrep: 12.5 PTO At 10 years Local 3271, Local 3302: 21	Mgmt, Unrep: 12.5 PTO Local 3271, Local 3302: 21	Mgmt, Unrep: Any non-elective accrual over 60 days is automatically cashed out at the end of the year. Local 3271, Local 3302: cash out in excess of 63 days
Los Angeles Unified School District	10	15	15	22.5	At 20 years Sr Mgmt: 24 Mgmt, Conf, & CSEA: 20	Sr Mgmt: 36 Mgmt, Conf, & CSEA: 30	N/A

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TABLE C6 STATE BAR ASSOCIATION OF CALIFORNIA TOTAL COMPENSATION STUDY VACATION LEAVE ACCRUAL (IN DAYS) AND CASH OUT PRACTICES							
Agency	Year 1 Annual Accrual	Year 1 Accrual Cap	Year 10 Annual Accrual	Year 10 Accrual Cap	Max Accrual	Max Accrual Cap	Vacation Cash Out Practices
San Francisco County Superior Court	Exec Mgmt: 15 Local 21, Local 1021: 10	40	Exec Mgmt: 20 Local 21, Local 1021: 15	45	At 15 years Exec Mgmt: 25 Local 21, Local 1021: 20	50	N/A
State of California	10.5	Exec Mgmt and Mgmt: 102 All others: 80	Exec Mgmt and Mgmt: 19.5 All others: 18	Exec Mgmt and Mgmt: 102 All others: 80	At 25 years Exec Mgmt and Mgmt: 24 At 20 years All others: 18	Exec Mgmt and Mgmt: 102 All others: 80	Exec Mgmt and Mgmt - At Retirement or upon determination of Cal HR, departments may approve a leave buy back. If approved, managerial employees may elect to be paid annually for unused leave credits for an amount determined by the department up to 80 hours Represented Unit 7: Departments may allow an annual cash out of up to 20 hours of vacation or annual leave

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TABLE C7					
STATE BAR ASSOCIATION OF CALIFORNIA TOTAL COMPENSATION STUDY SICK LEAVE ACCRUAL PRACTICES/ SICK LEAVE PAYOUT OR CONVERSION PRACTICES/ HOLIDAYS (ALL IN DAYS)					
Agency	Sick Leave Annual Accrual	Sick Leave Accrual Cap	Sick Leave Payout/ Conversion Practices	Number of Holidays	Administrative Leave
State Bar Association of California	Attorneys and Gen EEs: 10 Exec: 12	Attorneys and Gen EEs: 70 Exec: 240	EEs may cash out 25% of sick leave up to 30 days. Upon termination or retirement, EEs may cash out sick leave at 25%.	14 Attorneys and Gen EEs also receive 2 floating holidays	N/A
Alameda County Superior Court	13	150	Management: At time of retirement, 2/3 of the EE's eligible sick leave, up to 150 days, can be cashed out. SEIU: DNA	13 + 3 floating	ACMEA & Mgmt: 7 days per calendar year SEIU: N/A
California Judicial Council	12	No cap	Upon retirement, employees may convert their unused sick leave to service credit. Divide the sick leave balance by 2,000 to calculate the number of years of additional service credit.	11 + 1 personal holiday	N/A
City and County of San Francisco	13	13	N/A	11 + 4 floating Exec only 11+5 floating	Exec Mgmt: 5 days
City of Anaheim	9.75	21.875	Anything over the cap is cashed out at the beginning of the year.	10	N/A

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TABLE C7					
STATE BAR ASSOCIATION OF CALIFORNIA TOTAL COMPENSATION STUDY SICK LEAVE ACCRUAL PRACTICES/ SICK LEAVE PAYOUT OR CONVERSION PRACTICES/ HOLIDAYS (ALL IN DAYS)					
Agency	Sick Leave Annual Accrual	Sick Leave Accrual Cap	Sick Leave Payout/ Conversion Practices	Number of Holidays	Administrative Leave
City of Long Beach	12	No cap	For Exec Mgmt, conversion to pension credit upon retirement. For all others, N/A	9 + 4 floating	Exec Mgmt: 5 days Senior Deputy City Attorney and Deputy City Attorney: 5 days
City of Los Angeles	12 regular days + 5 days @75%	Regular 100 days 75% sick 100 days (separate banks)	Regular sick excess of 100 days cashed out annually at 50% No annual cash out of 75% sick Retirement: Regular sick cash out at 50% 75% sick cash out at 25%	City Atty, Rep Units 3, 29, 32 12 +1 floating Rep Unit 1 12 + 2 floating	City Atty as needed
City of Oakland	12	150	EE can sell back and convert to vacation at a ratio of 2 sick to 1 vacation provided they have at least 60 days sick. Employer agrees to compensate, in cash, represented EEs leaving service after 10 cumulative years of employment, uninterrupted by any single period of absence in excess of 1 year, for 33.3% of accrued sick leave.	12 + 1 floating	UK2: Eligible for 10 days of Mgmt Leave every year in lieu of OT/sustained superior performance). Executive Leave of 10 days (one-time occurrence to be used within 2 years. Bonus days of 10 days (one-time occurrence).
City of San Jose	12	No cap	Can cash out sick leave at termination or retirement if hired on or before 9/29/12.	14	Exec/Mgmt & ALP: 5 CEO: 3

State Bar of California

Total Compensation Study – Draft Data

TABLE C7					
STATE BAR ASSOCIATION OF CALIFORNIA TOTAL COMPENSATION STUDY SICK LEAVE ACCRUAL PRACTICES/ SICK LEAVE PAYOUT OR CONVERSION PRACTICES/ HOLIDAYS (ALL IN DAYS)					
Agency	Sick Leave Annual Accrual	Sick Leave Accrual Cap	Sick Leave Payout/ Conversion Practices	Number of Holidays	Administrative Leave
County of Alameda	13	SEIU: 155 All others: No max	ACERA retirees shall be credited for 50% of their unused paid sick leave up to a maximum credit of 62.5 days.	11 + 4 floating	Unrep: 7 days ACMEA: 7 days Secretary II, 3 days Investigator
County of Los Angeles	Exec Mgmt: 12	DNA	DNA	Exec Mgmt & Prof: 11 General: 12	N/A
County of Orange	Atty & Mgmt: 9 days for years 0-2; after 3 years 12 days. Exec: PTO	Atty & Mgmt: 187.5	N/A	12	Attorneys: when EE is required to work hours substantially above the norm for an extended period of time, the EE becomes eligible to request leave with pay from the Attorney Leave With Pay Bank to a max of 24 hours per attorney. This is not a guaranteed benefit and is subject to Dept Head approval. Gen EEs: If EE meets their performance goals for the year, EE is eligible for non-cashable time off of 20 hours.

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Agency	Sick Leave Annual Accrual	Sick Leave Accrual Cap	Sick Leave Payout/ Conversion Practices	Number of Holidays	Administrative Leave
County of Santa Clara	CCAA, GAA: 8 SEIU: 12 Exec: PTO	No cap	CCAA, GAA: Upon retirement or resignation, if an EE has at least 2611 service days, they may cash out sick leave at 20% of the regular rate. For every additional 260 service days, the cash out rate will increase by 2% up to a max 50% cash out rate for 6,526 or greater service days. SEIU: Upon retirement or resignation, EEs may cash out up to 60 days sick leave at 50% or beyond 60 days at 12.5%. Upon resignation, with 10 years of service, EEs may cash out at the retirement rates described.	Exec, CCAA & GAA: 12 SEIU: 12 + 5 floating	Exec: As needed GAA: 10
Los Angeles County Superior Court	Mgmt, Unrep: Single leave bank for vacation and sick. Local 3271, Local 3302: 10	Local 3271, Local 3302: DNA	Local 3271, Local 3302: 50% of sick balance paid up to 87.5 days upon retirement or termination.	13	N/A
Los Angeles Unified School District	12	No cap	N/A	10 + 2 floating	N/A

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Agency	Sick Leave Annual Accrual	Sick Leave Accrual Cap	Sick Leave Payout/ Conversion Practices	Number of Holidays	Administrative Leave
San Francisco County Superior Court	13	130	Wellness incentive bonus: Upon retirement, any full-time EE hired before July 1, 2011 may receive payment equal to 2.5% of the sick leave balance accrued times the number of whole years of continuous employment times the employee's hourly salary rate. This wellness incentive bonus shall not be considered as part of an EE's compensation for the purpose of computing retirement benefits.	Unrep Mgmt: 13 + 5 floating Local 21, 1021: 13 + 4 floating	Unrep Mgmt: 5
State of California	12	No cap	Sick Leave applied to service time upon retirement	1	N/A

**STATE BAR OF CALIFORNIA SALARY RECOMMENDATIONS
PHASE 1**

5/10/2016

Current Classification Title	Current Range Minimum	Current Range Maximum	% increase or decrease required to be at market median	# of matches	Salary Recommendation (New Range Minimum)	Salary Recommendation (New Range Maximum)	Difference	Rationale for Salary Recommendation	Curr Grd	Curr % Diff	New % Diff
*Salary Recommendation is the Pay Range Maximum Recommendation. Difference is the percentage increase (or decrease) at the pay range maximum.											
Chief Trial Counsel	\$12,969	\$19,090	-1.57%	15	\$13,337	\$19,632	2.84%	Set above market median, to provide 10% differential above Deputy Chief Trial Counsel	59	21.71%	10.00%
Deputy Chief Trial Counsel	\$10,718	\$15,685	N/A	N/A	\$12,196	\$17,848	13.79%	7.5% differential above Assistant Chief Trial Counsel	57	9.44%	7.50%
Assistant Chief Trial Counsel	\$9,744	\$14,332	15.55%	15	\$11,287	\$16,602	15.84%	Increase to slightly above market median (to provide 10% differential above Supervising Attorney)	56	N/A	10.00%
Supervising Attorney (NEW CLASSIFICATION)	NA	N/A	N/A	N/A	\$9,646	\$15,093	N/A	10% differential above Senior Attorney	NEW	N/A	10.00%
Senior Attorney	\$8,769	\$13,124	9.30%	18	\$9,168	\$13,721	4.55%	Increase salary, but less than market median in order to maintain appropriate internal relationships..	17A	19.06%	15.00%
Attorney	\$7,111	\$11,023	N/A	N/A	\$7,697	\$11,931	8.24%	15% differential between Attorney and Senior Attorney.	16A	N/A	N/A
Investigator III (Currently Investigator Supervisor)	\$6,660	\$8,769	N/A	N/A	\$6,246	\$8,225	-6.21%	10% diferential above Investigator II.	10A	9.75%	10.00%
Investigator II	\$6,060	\$7,990	-6.42%	16	\$5,671	\$7,477	-6.42%	Decrease to market median.	9	9.86%	10.00%
Investigator I	\$5,511	\$7,273	N/A	N/A	\$5,151	\$6,797	-6.54%	10% differential between Inviestigator I and Investigator II.	8	N/A	N/A
Paralegal Supervisor (NEW CLASSIFICATION)	N/A	N/A	N/A	N/A	\$5,045	\$6,659	N/A	Assign new classification with a 10% differential above Paralegal.	NEW	N/A	10.00%
Paralegal	\$5,511	\$7,273	-16.77%	15	\$4,587	\$6,053	-16.77%	Decrease to market median.	8	N/A	N/A
Legal Secretary	\$4,510	\$6,009	-17.69%	14	\$3,712	\$4,946	-17.69%	Decrease to market median.	6	N/A	N/A
Customer Services Representative (Complaint Analyst I)	\$4,961	\$6,661	-32.82%	9	\$3,333	\$4,475	-32.82%	Decrease to market median	7	N/A	N/A

Overall Average: -5.7%