

SECOND JUDICIAL DISTRICT COURT EMPLOYEE BENEFITS

BENEFITS	SUMMARY/DESCRIPTION	WHEN YOU ARE ELIGIBLE														
Holidays	New Year’s Day; Martin Luther King Jr. Day; President’s Day; Memorial Day; Independence Day; Labor Day; Nevada Day; Veterans Day; Thanksgiving; Family Day (day after Thanksgiving); Christmas Day	Eligibility is immediate upon permanent employment with the Second Judicial District Court (“Court”).														
Vacations	Vacation hours are earned on a graduated basis: <table border="0"> <thead> <tr> <th><u>Years</u></th> <th><u>Hours</u></th> </tr> </thead> <tbody> <tr> <td>0-3.....</td> <td>96</td> </tr> <tr> <td>3-5.....</td> <td>136</td> </tr> <tr> <td>5-10.....</td> <td>152</td> </tr> <tr> <td>10-15.....</td> <td>176</td> </tr> <tr> <td>15-20.....</td> <td>192</td> </tr> <tr> <td>20 years, plus.....</td> <td>200</td> </tr> </tbody> </table>	<u>Years</u>	<u>Hours</u>	0-3.....	96	3-5.....	136	5-10.....	152	10-15.....	176	15-20.....	192	20 years, plus.....	200	Eligibility for paid vacation begins the first day of the pay period following completion of 6 months of continuous Court service.
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Sick Leave	Sick leave is earned on a graduated basis: <table border="0"> <thead> <tr> <th><u>Years</u></th> <th><u>Days</u></th> </tr> </thead> <tbody> <tr> <td>0-10 yrs:</td> <td>1¼ working day for each month of full-time service</td> </tr> <tr> <td>10+ yrs:</td> <td>1½ working day for each month of full-time service</td> </tr> </tbody> </table>	<u>Years</u>	<u>Days</u>	0-10 yrs:	1¼ working day for each month of full-time service	10+ yrs:	1½ working day for each month of full-time service	Eligibility for paid sick leave begins as the leave is accrued from the first day of employment.								
<u>Years</u>	<u>Days</u>															
0-10 yrs:	1¼ working day for each month of full-time service															
10+ yrs:	1½ working day for each month of full-time service															
Longevity Pay	Employees earn \$100.00 per year of full-time continuous service up to a maximum annual payment of \$3,000.000 for 30 years or more of continuous service.	Employees rated satisfactory or above with five (5) years of continuous service are eligible for a semi-annual payment. Not applicable to Law Clerks.														
Merit Increases	Full-time employees may receive an annual merit increase until the position classification’s maximum salary is reached.	Employees rated satisfactory or above after one (1) year of continuous service.														
Insurance	100% of the premium is contributed for each employee. Coverage includes life, medical, dental and vision; and payment of 50% of dependent coverage costs. 1 option as a new hire, then after two full years of service, 3 options: <ul style="list-style-type: none"> • High Deductible Health (HDHP) plan paired with a Health Savings Account (HSA) • Self-funded Group Health Plan which utilizes Preferred Providers (PPO) • Health Maintenance Organization (HMO) plan paired with a GAP plan for supplemental limited benefit medical expense insurance 	Eligibility for coverage becomes effective on the 91 st day of employment. Enrollment form must be completed and submitted prior to the effective date.														
Retirement	100% of the Public Employees Retirement System (PERS) contribution for each permanent employee is paid. No Social Security deductions made for PERS eligible employees. 457(b) Deferred Compensation Plan is either a pre-tax or post-tax self-funded defined contribution savings account 401(a) plan is a pre-tax only self-funded defined contribution savings account	Eligibility is immediate upon full-time employment with the Court. Eligibility is immediate upon full-time employment with the Court. Eligibility is after 1 year of service for full-time employees.														

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**Employee
Assistance
Program**

Confidential, licensed counseling service available to employees and immediate family members. A few examples include: marriage/family, eating disorders, finances, drugs/alcohol, legal matters and depression.

Eligibility is immediate upon permanent employment with the Court.
