

CCLS Benefits Package Overview



Work/Life Balance



- 7.5 hour work day / 37.5 hour week
- 14.5 Paid Holidays
- Free wellness counseling & resources
- Union protection for applicable positions

Rewards for Dedication



- Annual pay increases
- Overtime for Hourly/Non-exempt staff
- Compensatory Time for Salaried/Exempt staff

Computer Loan Fund



- Up to \$1,500 interest free loan to assist staff with personal computer purchase

State Bar Exam Leave & Loan



- Leave provided for CA Bar Exam
- Interest-free loan for Bar Exam & study course fees
- Up to 8 weeks salary advance

More than Base Pay



- School Loan Assistance up to \$500/month
- Bilingual Pay up to \$90/month
- Home internet reimbursement of \$25/month
- CCLS issued laptop & cell phone
- Mileage reimbursement
- CA State Bar dues paid in full

Retirement Contribution



- CCLS contributes to staff 403(b) plans starting at the one-year anniversary:
 - Year 1 to 2 – 1% of salary contributed
 - Year 2 to 3 – 2% of salary contributed
 - Year 3 to 4 – 3% of salary contributed
 - Year 4 to 5 – 4% of salary contributed
 - Year 5+ - 5% of salary contributed

Group Health Insurance



- Coverage begins 1st of the month following hire date
- CCLS pays 100% for staff health insurance coverage
- CCLS pays 67% of staff dependent health insurance coverage
- Low-Cost Plans for:
 - Dental PPO & Vision Insurance
 - Long term disability & life insurance
- Workers Compensation coverage

Cash Out Options



- Vacation Cash Out:
 - Accrued vacation cashed out & added to paycheck upon request
- Overtime Pay Out (Non-Exempt Staff):
 - OT paid out within 30 days of accrual, per State standards