



Judicial Benefits Overview

Not intended as a Contract or Guarantee

Revised: Fall 2019

Topic	Guideline/Protocol	Comments
Compensation	<ul style="list-style-type: none"> Salaried position; overtime is regularly incurred and not compensated; comp time is not accrued. or paid. Minimum of 40 hours/week; regularly requires additional hours necessary to effectively complete duties and travel to and from courthouses. Nights and weekend work should be expected. 	<ul style="list-style-type: none"> Salary adjustments as approved by Legislature
Vacation	<ul style="list-style-type: none"> Upon appointment, each Judge receives 25 vacation days in each full year of service; <ul style="list-style-type: none"> In the year that contains the commencement of the 10th year of service – 28 days; In the year that contains the commencement of the 15th year of service – 30 days. Vacation is prorated and front-loaded in the first year of service. In the final year, vacation is prorated. Vacation does not carry over from year to year. Vacation days are coordinated with the Regional Judges and reviewed by the Chief of the court. Consecutive vacation of more than 10 court days must be authorized by the Chief of the applicable court. No pay out at separation or retirement. 	<ul style="list-style-type: none"> Vacation allocation in the first and last year of Judicial service is prorated
Holidays	<ul style="list-style-type: none"> 12 paid holidays per calendar year. 	<ul style="list-style-type: none"> Please refer to annual Holiday Calendar for specific dates of recognized holidays
Sick Leave	<ul style="list-style-type: none"> Provided as needed - no specific annual allocation. Sick leave does not accrue and/or carry over from year to year. No pay out at separation or retirement. Judges may take up to 12 weeks of paid parental leave, to be counted against any FMLA benefit. 	
Bereavement Leave	<ul style="list-style-type: none"> Provided as needed - no specific annual allocation. No accrual and/or carry over from year to year. No pay out at separation or retirement. 	
Health/Dental/Vision Insurance	<ul style="list-style-type: none"> Eligible to participate in the State of Maine Health insurance plan subject to annual plan modifications. Coverage for new hires is effective the 1st of the month following one month of employment. Employees must enroll within 60 days of hire. Dental plan includes preventive, restorative treatment and orthodontia coverage. Coverage for new hires is effective the 1st of the month following one month of employment. Employees must enroll within 60 days of hire. Employee dental coverage is 100% paid by Judicial Branch; dependent coverage available. Vision coverage options includes examinations, frames and regular/contact lenses. 	<ul style="list-style-type: none"> Refer to Benefits' Rates chart to determine contribution levels for selected coverage Coverage available for employees, spouses, children and domestic partners Judicial Branch Human Resources Department available to assist with health insurance related questions
Life Insurance	<ul style="list-style-type: none"> Basic life insurance (1x/annual salary) provided by Judicial Branch. Additional benefits may be purchased Term life insurance with coverage for accidental death and dismemberment included. Supplemental and Dependent Coverage available at competitive rates. 	<ul style="list-style-type: none"> Administered by MainePERS Evidence of health waived at initial enrollment
Employee Assistance Program (EAP) Benefit	<ul style="list-style-type: none"> Short-term counseling, assessment and referral services provided to employees, dependents, and household members. 5 sessions per issue provided at no cost. Financial Counseling/Coaching and Legal services available. 	<ul style="list-style-type: none"> Referrals under applicable insurance benefit plans available if additional treatment is necessary Financial/Legal Initial consultation (30-minute) provided at no cost; discounted services available if elected

Retirement Benefits	<ul style="list-style-type: none"> • Defined benefit retirement pension plan, based on years of service, level of compensation, and retirement age. • Vested after five years of service. • Judges contribute 7.65% of their pre-tax salary in lieu of Social Security contributions. • Judges hired after March 31, 1986 contribute 1.45% to Medicare. • Disability retirement benefits and death benefits are included in this plan. 	<ul style="list-style-type: none"> • Previous State employment may qualify for vesting schedule requirement • Questions can be presented directly to MainePERS staff
Deferred Compensation	<ul style="list-style-type: none"> • 457(B) retirement savings and investment plan is available to judges. There is no employer match. • Administered by independent financial service organizations (currently: Mass Mutual; ING Financial Advisors and VALIC). • Contributions are pretax; minimum contribution is \$20/bi-weekly pay period. • Enrollment allowed at any time during plan year. 	<ul style="list-style-type: none"> • Modeling tools and investment options available through State Benefits' <i>MaineSaves</i>' site
Continuing Judicial Education	<ul style="list-style-type: none"> • All judges and magistrates must complete 24 hours of CJE in every 24 month period. • JB covers costs of programs when they are approved by Chiefs. • During the years that the contract with MSBA is extant, all Judges will have the opportunity to participate in most Maine State Bar Association CLE programs without further cost to JB or judge. Overnight accommodations excluded. 	
Other Benefits	<ul style="list-style-type: none"> • <u>Medical Flexible Spending Account</u> - allows employees to apply pre-tax dollars to pay for out-of-pocket medical, dental, and vision expenses for themselves and eligible dependents. • <u>Dependent/Elder Care Reimbursement Accounts</u> – allows employees to apply pre-tax dollars to pay for day care or elder care services for eligible dependents. • <u>Gym Membership</u> – employee's membership cost fully paid. Minimum of 8 visits per month is required to maintain membership status. • <u>Smoking Cessation</u> – reimbursement of up to \$200 for costs of smoking cessation programs, including related prescriptions. 	<ul style="list-style-type: none"> • Enrollment for the Medical and Dependent/Elder Care plans is completed on a calendar year schedule verses fiscal year • Gym Membership benefit is taxable income per IRS regulations
Equipment/Supplies	<ul style="list-style-type: none"> • <u>Judicial Robes</u> – At initial appointment, Judges may purchase 2 robes at Judicial Branch expense. On or after the 8th year of service, judges may purchase another robe at JB expense, and again at each 8th year thereafter. • <u>Computer</u> – A desktop or laptop computer is provided to all Judges. • <u>Electronic toll pass</u> – An <i>EZ Pass</i> device is provided to all Judges who request one for submission of travel expense convenience. It may not be used for personal travel. 	
Board of Overseers of the Bar fee	<ul style="list-style-type: none"> • Judges are responsible individually to submit the required annual registration form to Board of Overseers of the Bar, but the cost of registration is paid for separately by the Judicial Branch. (\$40 as of Fall 2019) • JB does not pay for Maine State Bar Association Membership, but does contract for annual MSBA CLE. 	
Travel Reimbursement	<ul style="list-style-type: none"> • Travel for any court related activity, including meetings, is reimbursed from the Judge's home at the State rate, except that each round trip must be reduced by 20 miles before calculating the total for reimbursement. See <u>5 MRS § 8</u>. 	<ul style="list-style-type: none"> • Travel >50 miles from the Judge's home allows overnight accommodations
Lodging & Food	<ul style="list-style-type: none"> • Lodging and Food are reimbursed according to Judicial Branch Travel Policy and consistent with Federal and State of Maine Travel Regulation rates. 	