

General Statement of Benefits



Administrative Office of the Courts

The Delaware Judiciary is one of the three branches of State government, and as such, its full-time employees enjoy all of the fringe benefits (and more) offered by the State of Delaware, which are summarized here. **For more detailed information on any of the benefit plans, please visit the website of the State Benefits Office (SBO) at <https://dhr.delaware.gov/benefits/agencies/index.shtml>.** Please note that these benefits are subject to change and eligibility is subject to the rules as outlined in each of the plan documents.

Parking: Parking is provided to full-time Judicial Branch employees, including those who work in the City of Wilmington.

Health Insurance: The State will pick up part of the cost of coverage starting on the first of the month following three full months of service. Employees also have the opportunity to enroll in coverage earlier by paying the full cost. Available options include two plans from Highmark Delaware - the First State Basic Plan and the Comprehensive PPO Plan; and two plans from Aetna - the HMO Plan and the CDH Gold Plan. Costs range from \$27.84 for a basic PPO individual plan to \$105.18 for a comprehensive PPO family plan. Rates and plan comparisons are available on the SBO website at <https://dhr.delaware.gov/benefits/agencies/health-plans.shtml>. Additional benefits included with your health plan enrollment include prescription coverage through Express Scripts, health management through DelaWell, an employee assistance program managed by Health Advocate, Surgery Plus, and the Livongo Diabetes Monitoring Program.

Dental Insurance: Options include Delta Dental and Dominion National at costs ranging from \$25.62 for an individual HMO plan to \$125.84 per month for a Family PPO plan.

Vision Insurance: A vision care plan is available through EyeMed at a cost ranging from \$6.46 for an individual to \$16.78 for family coverage.

Life Insurance: Portable life insurance may be purchased at group rates through Securian Financial. You may enroll in your first 90 days of employment with no medical questions.

Short- and Long-term Disability: New employees are automatically enrolled in the short- and long-term disability plans administered by The Hartford.

Pension: Membership in the State Employees' Pension Program is mandatory. Employees contribute 5% of earnings, excluding the first \$6,000 of wages each calendar year. Eligibility rules for this defined benefit program may be found on the website of the State Pension Office - https://open.omb.delaware.gov/pensionPlans/StateEmp/sep_menu.shtml.

Deferred Compensation: Optional tax-deferred account (457-b) available through VOYA Financial.

Paid Leave: Ten paid holidays per year (eleven during election years) plus two floating holidays; 9.50 hours of sick leave per completed month of service, and 13.25 hours of annual leave (vacation) per completed month.

Supplemental Benefits: Direct deposit, AFLAC supplemental insurance, flexible spending accounts, paid parental leave (after one year of service), and pre-tax commuter benefits are available.

Please contact the AOC Human Resources Office at (302) 255-2523 or (302) 255-0096 with any questions.