



Employee Benefits

The United States Bankruptcy Court for the Southern District of California is part of the Judicial Branch of the United States Government. Clerk's Office employees are covered by the Court Personnel System (CPS) and Chambers' staff are covered by the Judiciary Salary Plan (JSP).

All court employees are considered at-will and are not covered by federal civil service classifications or regulations. Court employees are, however, entitled to the same benefits as other federal employees.

These benefits include:

- 13 days paid vacation for the first three years employment, 20 days after three years, 26 days after fifteen years (law clerks – leave is at the judge's discretion);
- 13 days paid sick leave per year (law clerks – leave is at the judge's discretion);
- 10 paid federal holidays per year;
- Choice of medical, dental, and vision coverage from a wide variety of plans;
- Life Insurance options;
- Federal Employees Retirement System (not applicable to term or temporary law clerk appointments);
- Immediate participation in the Thrift Savings Plan (401K plan) (not applicable to term or temporary law clerk appointments);
- Optional participation in the Judiciary's Long Term Care Insurance Program;
- Optional participation in the Judiciary's Flexible Spending Program (appointment must extend to the end of the calendar year);
- Commuter Benefit Program (dependent on fiscal-year funding);
- Continuing Education Assistance Program (dependent on fiscal year funding).