

Benefits

Nurses

ALL BENEFITS ARE PAY PERIOD UNLESS OTHERWISE NOTED

Union Code	Nurses						
Representation	California Nurses Association						
Contract Date	2014-2017						
Health and Welfare							
Benefit Level	Full Time (61 - 80 hours)						
Medical Premium Subsidy (MPS)	<table> <tr> <td>Employee Only</td> <td>\$158.70</td> </tr> <tr> <td>Employee + 1</td> <td>\$321.55</td> </tr> <tr> <td>Employee + 2</td> <td>\$440.72</td> </tr> </table>	Employee Only	\$158.70	Employee + 1	\$321.55	Employee + 2	\$440.72
Employee Only	\$158.70						
Employee + 1	\$321.55						
Employee + 2	\$440.72						
Medical Opt-Out or Waive	\$40.00						
Vision	Employee Only coverage paid for by the County Option to purchase dependent coverage						
Life Insurance Employer Paid	\$25,000						
Voluntary Term Life	\$10,000 - \$700,000						
Voluntary AD&D	\$10,000 - \$250,000						
Leave Provisions							
Vacation	80-160 hours/year						
Sick	3.39 hours						
Bereavement	2 days/per occurrence						
Holiday	13 + 1 floating/year						
Perfect Attendance	Annual Gym Membership up to \$299 -OR- 16 hours of Perfect Attendance Leave						
Retirement							
Tier 1 (Hired prior to 1/1/2013, reciprocity provision may apply)	2.0% at age 55						
Tier 2 (Hired prior to 1/1/2013, reciprocity provision may apply)	2.5% at age 67						
Retirement - Other							
457(b)	Eligible to enroll at any time						

Retirement Medical Trust Fund	<p style="text-align: center;"><u>Sick Leave Conversion</u></p> <p>Employees become eligible to convert a portion of their sick leave to the Retirement Medical Trust upon attaining 10 or more years of participation with SBCERA and/or other public retirement system(s).</p> <p style="text-align: center;"><u>County Contribution, based on years of continuous service:</u></p> <p style="text-align: center;">10-14 years = 1.0% of biweekly base salary 15+ years = 1.5% of biweekly base salary</p>
Other	
Annual Tuition Reimbursement	\$700 per year w/carryover from previous year not to exceed a balance of \$1,400/year
Dependent Care Assistance Plan	Eligible
Medical Expense Reimbursement Plan (Flexible Spending Account)	\$5-\$98.07, Employee Contribution
Qualified Transportation Plan	Pre-tax deductions of up to \$130/month for qualified transportation (commuter) expenses
Short Term Disability	55% up to \$1,129/week

The County provides a *Medical Premium Subsidy* biweekly to help off-set the cost of your medical premium.

Example #1: A Clinical Nurse Specialist elects Blue Shield Signature HMO and Cigna Dental Care HMO plans with Employee Only coverage.

\$235.54 (combined cost of premiums)
- \$158.70 (medical premium subsidy)
\$ 76.84 (biweekly out-of-pocket cost)

Example #2: A Correctional Nurse I elects Kaiser Permanente and Cigna Dental PPO plans with Employee + 2 or more coverage.

\$848.47 (combined cost of premiums)
- \$440.72 (medical premium subsidy)
\$407.75 (biweekly out-of-pocket cost)

Example #3: A Nurse Recruiter elects Blue Shield Signature HMO and Cigna Dental Care HMO plans with Employee + 2 or more coverage.

\$655.51 (combined cost of premiums)
- \$440.72 (medical premium subsidy)
\$214.79 (biweekly out-of-pocket cost)