

# Benefits

## Supervisory Nurses

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

<b>Union Code</b>	Supervisory Nurses	
<b>Representation</b>	SBPEA	
<b>Contract Date</b>	2014-2017	
<b>Health and Welfare</b>		
<b>Benefit Level</b>	Full Time (61 - 80 hours)	
<b>Medical Premium Subsidy (MPS) Hired or entering the unit BEFORE June 28, 2014</b>	Employee Only	\$205.72
	Employee + 1	\$411.45
	Employee + 2	\$582.21
<b>Medical Premium Subsidy (MPS) Hired or entering the unit AFTER June 28, 2014</b>	Employee Only	\$194.90
	Employee + 1	\$324.83
	Employee + 2	\$459.64
<b>Dental Premium Subsidy (DPS)</b>	Up to \$9.46	
<b>Medical Opt-Out or Waive</b>	\$40.00	
<b>Vision</b>	Employee Only	
<b>Life Insurance – Employer Paid</b>	\$35,000	
<b>Voluntary Life</b>	\$10K - \$700K	
<b>Voluntary AD&amp;D</b>	\$10K - \$250K	
<b>Leave Provisions</b>		
<b>Vacation</b>	80-160 hours/year w/cash-out option up to 60 hours/year if 80 hours of vacation used in previous year	
<b>Sick</b>	3.39 hours	
<b>Bereavement</b>	2 days (3 if traveling more than 1,000 miles)/per occurrence	
<b>Holiday</b>	13 + 1 floating/year	
<b>Annual Leave</b>	40 hours/year (use it or lose it)	
<b>Administrative Leave</b>	40 hours/year (cash-out option)	
<b>Perfect Attendance</b>	Annual Gym Membership Reimbursement up to \$299 –OR– Annual 16 hours of Perfect Attendance Leave	

<b>Retirement</b>	
<b>Tier 1</b> (Hired prior to 1/1/2013, reciprocity provision may apply)	<b>2.0% at age 55</b> <b>No County Contribution</b>
<b>Tier 2</b> (Hired on or after 1/1/2013, reciprocity provision may apply)	<b>2.5% at age 67</b> <b>No County Contribution</b>
<b>Retirement – Other</b>	
<b>457(b)</b> <b>Eligible to enroll at any time</b>	After one year of continuous service in a regular position, employees are eligible for a biweekly match from the County. Match = ½ times the employee's contribution up to ½% of the employee's biweekly base salary.
<b>Retirement Medical Trust Fund</b>	After 10 years of Regular continuous service, eligible to convert sick leave based on Cash Value Formula in the MOU <u>County Contribution, based on years of service:</u> 10-14 years = 1% of bi-weekly base salary 15-19 years = 1.25% of bi-weekly base salary 20+ years = 1.5% of bi-weekly base salary
<b>Other</b>	
<b>Annual Tuition Reimbursement</b>	\$700 per employee, w/carryover from previous year not to exceed a balance of \$1,400
<b>Dependent Care Assistance Plan</b>	Eligible
<b>Medical Expense Reimbursement Plan (Flexible Spending Account)</b>	\$5 - \$96.15, Employee Contribution
<b>Qualified Transportation</b>	Pre-tax deductions of up to \$130/month for qualified transportation (commuter) expenses
<b>Short Term Disability - General</b>	55% up to \$1,075/week

**The County provides Premium Subsidies biweekly to help off-set the cost of your medical and dental premiums.**

**Hired After June 28, 2014**

A Nurse Practitioner II elects Kaiser Permanente and Cigna Dental PPO plans with Employee + 1 coverage.

- \$597.58 (combined cost of premiums)
- \$324.83 (medical premium subsidy)
- \$9.46 (dental premium subsidy)
- \$ 263.29 (biweekly out-of-pocket cost)**

**Hired Before June 28, 2014**

**Example #2:** A Nurse Manager elects Blue Shield Signature HMO and Cigna Dental Care HMO plans with Employee Only coverage.

- \$228.19 (combined cost of premiums)
- \$205.72 (medical premium subsidy)
- \$9.46 (dental premium subsidy)
- \$ 13.01 (biweekly out-of-pocket cost)**

**Example #3:** A Nurse Practitioner III elects Kaiser Permanente and Cigna Dental PPO plans with Employee + 2 or more coverage.

- \$858.29 (combined cost of premiums)
- \$582.21 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$266.62 (biweekly out-of-pocket cost)**

*Revised June 2014*