

Benefits

Supervisory Nurses

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Union Code	Supervisory Nurses	
Representation	San Bernardino Public Employees Association-Teamsters Local 1932	
Contract Date	2015-2019	
Health and Welfare		
Benefit Level	Full Time (61 - 80 hours)	
Medical Premium Subsidy (MPS) Hired or entering the unit BEFORE June 28, 2014	Employee Only	\$205.72
	Employee + 1	\$411.45
	Employee + 2	\$582.21
Medical Premium Subsidy (MPS) Hired or entering the unit AFTER June 28, 2014	Employee Only	\$194.90
	Employee + 1	\$334.57
	Employee + 2	\$473.43
Dental Premium Subsidy (DPS)	Up to \$9.46	
Medical Opt-Out or Waive	\$40.00	
Vision	Employee Only	
Life Insurance Employer Paid	\$35,000	
Voluntary Term Life	\$10,000 - \$700,000	
Voluntary AD&D	\$10,000 - \$250,000	
Leave Provisions		
Vacation	80-160 hours/year w/cash-out option up to 60 hours/year if 80 hours of vacation used in previous year	
Sick	3.39 hours	
Bereavement	2 days per occurrence (3 if traveling > 1,000 miles)	
Holiday	13 + 1 floating/year	
Annual	40 hours/year (use it or lose it)	
Administrative	40 hours/year (cash-out option)	
Perfect Attendance	Annual Gym Membership Reimbursement up to \$299 -OR- Annual 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 on or after 1/1/2013, reciprocity provision may apply)	2.5% at age 67
Retirement – Other	
457(b) Eligible to enroll at any time	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.
Retirement Medical Trust Fund	<u>Sick Leave Conversion</u> 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). <u>County Contribution, based on years of continuous service:</u> 10-14 years = 1.00% of bi-weekly base salary 15-19 years = 1.25% of bi-weekly base salary 20+ years = 1.50% of bi-weekly base salary
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)	Max \$98.07/pay period, 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 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.

- \$590.64 (combined cost of premiums)
- \$334.57 (medical premium subsidy)
- \$9.46 (dental premium subsidy)
- \$ 246.61 (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.

- \$235.54 (combined cost of premiums)
- \$205.72 (medical premium subsidy)
- \$9.46 (dental premium subsidy)
- \$ 20.36 (biweekly out-of-pocket cost)**

Hired Before June 28, 2014

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

- \$848.47 (combined cost of premiums)
- \$582.21 (medical premium subsidy)
- \$9.46 (dental premium subsidy)
- \$256.80 (biweekly out-of-pocket cost)**