

# Benefits

## Nurses

ALL BENEFITS ARE PAY PERIOD UNLESS OTHERWISE NOTED

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

<b>Retirement Medical Trust Fund</b>	<p style="text-align: center;"><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).</p> <p style="text-align: center;"><u>County Contribution, based on years of continuous service:</u> 10-14 years = 1.0% of biweekly base salary 15+ years = 1.5% of biweekly base salary</p>
<b>Other</b>	
<b>Annual Tuition Reimbursement</b>	\$700 per year w/carryover from previous year not to exceed a balance of \$1,400/year
<b>Dependent Care Assistance Plan</b>	Eligible
<b>Medical Expense Reimbursement Plan (Flexible Spending Account)</b>	\$5-\$98.07, Employee Contribution
<b>Qualified Transportation Plan</b>	Pre-tax deductions of up to \$130/month for qualified transportation (commuter) expenses
<b>Short Term Disability</b>	55% up to \$1,104/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)**