



Nurses

Modified Benefit Option (MBO) – Available to Nurses Unit starting February 17, 2018

Representation	California Nurses Association																										
Contract Date	2018-2021																										
Benefit Level	Full Time (72 – 80 hours)																										
Modified Benefit Option (MBO) Wage Differential	<p>The MBO provides an additional \$2.00 per hour above the base rate of pay for all paid hours.</p> <p><i>This is the equivalent of up to an additional \$160 per pay period or \$4,160 per year for an 80 hour employee.</i></p> <p>Additionally, the \$2.00 per hour will be considered as part of the base hourly rate when calculating:</p> <ul style="list-style-type: none"> • Overtime, • Retirement Benefit Amount • County contribution to the Retirement Medical Trust (RMT), • Sick leave cash-outs pursuant to RMT Article, and • Leave cash-outs 																										
Health and Welfare																											
County Contribution towards the cost of Medical Insurance <i>Also known as Medical Premium Subsidy or MPS</i>	<table style="width: 100%; border: none;"> <tr> <td style="width: 60%;">Employee Only</td> <td style="text-align: right;">\$137.51</td> </tr> <tr> <td>Employee + 1</td> <td style="text-align: right;">\$274.76</td> </tr> <tr> <td>Employee + 2</td> <td style="text-align: right;">\$383.77</td> </tr> </table>	Employee Only	\$137.51	Employee + 1	\$274.76	Employee + 2	\$383.77																				
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Medical Plan Options <i>Employee cost for medical insurance depends on the plan you choose and how many dependents you cover.</i>	<table style="width: 100%; border: none;"> <thead> <tr> <th style="text-align: left;"><u>Plan</u></th> <th style="text-align: right;"><u>Employee Cost per Pay Period</u></th> </tr> </thead> <tbody> <tr> <td colspan="2">Employee Only</td> </tr> <tr> <td style="padding-left: 20px;">Blue Shield HMO</td> <td style="text-align: right;">\$103.57</td> </tr> <tr> <td style="padding-left: 20px;">Kaiser Permanente HMO</td> <td style="text-align: right;">\$153.00</td> </tr> <tr> <td style="padding-left: 20px;">Blue Shield Bronze PPO</td> <td style="text-align: right;">\$10.00</td> </tr> <tr> <td colspan="2">Employee + 1</td> </tr> <tr> <td style="padding-left: 20px;">Blue Shield HMO</td> <td style="text-align: right;">\$205.41</td> </tr> <tr> <td style="padding-left: 20px;">Kaiser Permanente HMO</td> <td style="text-align: right;">\$304.25</td> </tr> <tr> <td style="padding-left: 20px;">Blue Shield Bronze PPO</td> <td style="text-align: right;">\$18.25</td> </tr> <tr> <td colspan="2">Employee + 2</td> </tr> <tr> <td style="padding-left: 20px;">Blue Shield HMO</td> <td style="text-align: right;">\$294.84</td> </tr> <tr> <td style="padding-left: 20px;">Kaiser Permanente HMO</td> <td style="text-align: right;">\$434.70</td> </tr> <tr> <td style="padding-left: 20px;">Blue Shield Bronze PPO</td> <td style="text-align: right;">\$30.00</td> </tr> </tbody> </table>	<u>Plan</u>	<u>Employee Cost per Pay Period</u>	Employee Only		Blue Shield HMO	\$103.57	Kaiser Permanente HMO	\$153.00	Blue Shield Bronze PPO	\$10.00	Employee + 1		Blue Shield HMO	\$205.41	Kaiser Permanente HMO	\$304.25	Blue Shield Bronze PPO	\$18.25	Employee + 2		Blue Shield HMO	\$294.84	Kaiser Permanente HMO	\$434.70	Blue Shield Bronze PPO	\$30.00
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<p>Medical Opt-Out/Waive</p>	<p><i>If you have group sponsored medical coverage elsewhere, you may opt-out/waive the County coverage.</i></p> <p>You receive \$40.00 per pay period, cash payable to you in your pay check</p>																							
<p align="center">Leave Provisions</p>																								
<p>Paid Time Off (PTO)</p> <p><i>PTO may be used for vacation, employee or family member illness, or for any other personal use.</i></p>	<p align="center"><u>0 - 5 Years of Service*</u> Accrual: 6.92 hours/pay period 180 hours/year</p> <p align="center"><u>6 - 10 Years of Service*</u> Accrual: 7.85 hours/pay period 204 hours/year</p> <p align="center"><u>11 - 20 Years of Service*</u> Accrual: 8.77 hours/pay period 228 hours/year</p> <p align="center"><u>21 or more years of Service*</u> Accrual: 9.69 hours/pay period 252 hours/year</p> <p align="center">*1 year = 2,080 hrs.</p>																							
<p>Traditional Leave and PTO Maximums</p>	<p>Those who have existing vacation, sick, or holiday leave balances can maintain and utilize those balances while enrolled in the MBO</p> <p align="center">PTO hours can be accrued beyond the maximum amount set for Traditional Leave balances</p> <p>Example: A nurse with 11 years of service who has reached the maximum allowed unused vacation time (i.e., 320 hrs.), may accrue PTO hours under the MBO until a combined total of 410 hours is reached. Consequently increasing the employee's bank of hours and the amount that can be cashed-out upon separation.</p> <table border="1" data-bbox="686 1077 1438 1234"> <thead> <tr> <th>Vacation/PTO</th> <th>Hours</th> </tr> </thead> <tbody> <tr> <td>Max Allowed Unused Vacation</td> <td align="center">320</td> </tr> <tr> <td>PTO Hours Accrued Until Combined Max is Reached</td> <td align="center">90</td> </tr> <tr> <td>Max Combined Unused Leave/PTO Hours</td> <td align="center">410</td> </tr> </tbody> </table> <p align="center">Maximum accruals are determined by years of service:</p> <table border="1" data-bbox="630 1325 1487 1560"> <thead> <tr> <th>Years of Service</th> <th>Maximum PTO Balance</th> <th>Maximum Vacation/PTO combined balance</th> </tr> </thead> <tbody> <tr> <td>0 - 5 Years</td> <td align="center">270 hours</td> <td align="center">320 hours</td> </tr> <tr> <td>6 - 10 Years</td> <td align="center">306 hours</td> <td align="center">367 hours</td> </tr> <tr> <td>11 - 20 Years</td> <td align="center">342 hours</td> <td align="center">410 hours</td> </tr> <tr> <td>21 years or more</td> <td align="center">378 hours</td> <td align="center">446 hours</td> </tr> </tbody> </table>	Vacation/PTO	Hours	Max Allowed Unused Vacation	320	PTO Hours Accrued Until Combined Max is Reached	90	Max Combined Unused Leave/PTO Hours	410	Years of Service	Maximum PTO Balance	Maximum Vacation/PTO combined balance	0 - 5 Years	270 hours	320 hours	6 - 10 Years	306 hours	367 hours	11 - 20 Years	342 hours	410 hours	21 years or more	378 hours	446 hours
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<p>Bereavement</p>	<p align="center">2 days per occurrence (3 if traveling > 1,000 miles one-way)</p>																							
<p>Education Leave and Training</p> <p><i>Applicable to regular full-time nurses with one (1) or more years of service</i></p>	<p>24 hours provided annually, may carry over up to 8 hours into next calendar year</p> <p>Those holding a certification from a national specialty organization shall be provided an additional four (4) hours of Education Leave each year, and thereafter, as long as the certification is maintained.</p>																							

<p>Holiday Pay for Hours Worked on a Holiday</p> <p><i>A nurse working on a fixed holiday, will be paid double time, at their hourly rate including the \$2.00 MBO differential, with no cap on hours paid per holiday.</i></p>	<p>Double Time for All Hours Worked on 10 recognized Holidays</p> <p>Example: With MBO- A 12 hour nurse who works 12 hours on a fixed holiday is paid for <u>24 hours at the higher hourly rate of pay.</u> (i.e., base hourly rate of pay + \$2.00 MBO Differential)</p> <p>Example: Without MBO- A 12 hour nurse who works 12 hours on a fixed holiday would be paid <u>12 hours straight time and accrue 8 hours holiday leave or receive 8 hours straight time in lieu of accrual</u> for a total of <u>20 hours at base hourly rate of pay.</u></p>						
<p align="center">Flexible Spending Account</p>							
<p>Flexible Spending Account (FSA)</p> <p><i>Used to reimburse you for eligible medical expenses including Bronze Plan PPO deductible amounts, if applicable</i></p>	<p>Eligible to enroll. Employee may contribute up to annual maximum of \$2,600 Plus employee will receive up to \$20/pay period County match, if Blue Shield Bronze PPO plan is elected. County match will be credited on a quarterly basis.</p>						
<p align="center">Vision and Life Insurance</p>							
<p align="center">Vision</p>	<p>Employee Only coverage paid for by the County</p> <p>Employee may purchase dependent coverage:</p> <table border="0"> <thead> <tr> <th><u>Coverage Level</u></th> <th><u>Employee Cost Per Pay Period</u></th> </tr> </thead> <tbody> <tr> <td>Employee +1</td> <td>\$3.57</td> </tr> <tr> <td>Employee +2 or more</td> <td>\$9.55</td> </tr> </tbody> </table>	<u>Coverage Level</u>	<u>Employee Cost Per Pay Period</u>	Employee +1	\$3.57	Employee +2 or more	\$9.55
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Employee +1	\$3.57						
Employee +2 or more	\$9.55						
<p>Life Insurance Employer Paid</p>	<p align="center">\$25,000</p>						
<p>Voluntary Term Life</p>	<p>Employee: \$10,000 - \$700,000 Spouse/Domestic Partner: \$10,000 - \$250,000 Child(ren): \$5,000 - \$20,000</p>						
<p>Voluntary AD&D</p>	<p>Employee: \$10,000 - \$250,000 Spouse/Domestic Partner: \$5,000 - \$125,000 Child(ren): \$3,125 - \$25,000</p>						
<p align="center">Retirement</p>							
<p align="center">Retirement Formulas</p>	<p align="center"><u>Tier I - 2.0% at age 55</u> Hired PRIOR TO January 1, 2013 reciprocity provision may apply</p> <p align="center"><u>Tier II - 2.5% at age 67</u> Hired ON or AFTER January 1, 2013 reciprocity provision may apply</p>						

<p><i>The additional \$2.00 per hour will increase your retirement benefit amount for life as it is included as earnable compensation/pensionable for Tier 1 and Tier 2 employees</i></p>	<p>Examples of potential increase in pension* when MBO is elected:</p>		
	<p>Retire at 55 Rate 60%</p> <ul style="list-style-type: none"> • Annual Pension Increase = \$2,496 • Monthly Pension Increase = \$208 	<p>Retire at 59 Rate 74.19%</p> <ul style="list-style-type: none"> • Annual Pension Increase = \$3,086 • Monthly Pension Increase = \$257 	<p>Retire at 62 Rate 90.39%</p> <ul style="list-style-type: none"> • Annual Pension Increase = \$3,760 • Monthly Pension Increase = \$313
<p>*Assumes a Tier 1 80-hr Specialty Care RN –Critical Care at top longevity step (30-year) upon retirement. Highest Annual Salaries: Traditional Benefit Package = \$112,590 and MBO = \$116,750</p>			
Retirement – Other			
457(b)	Eligible to enroll at any time		
Retirement Medical Trust Fund - Sick Leave Conversion	Employees who converted to the MBO and carried over a sick leave balance will become eligible to convert a portion of their sick leave upon separation from the County, for reasons other than disability or death, to the Retirement Medical Trust upon attaining 10 or more years of participation with SBCERA and/or other public retirement system(s).		
Retirement Medical Trust Fund - County Contribution	<p><u>County Contribution, based on years of continuous service:</u> 10-14 years = 1.00% of bi-weekly base salary 15+ years = 1.5% of bi-weekly base salary</p> <p><i>With the MBO, your County contribution is higher as it is calculated to include the additional \$2.00 more per hour</i></p>		
Other			
529 Education Savings Plan	Eligible		
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		
Employee Discount Program	Available to all employees		
Qualified Transportation Plan	Pre-tax deductions of up to \$260/month for qualified transportation (commuter) expenses		
Short Term Disability	55% up to \$1,216/week		
Tuition Loan Repayment Program	<p style="text-align: center;"><i>Available beginning in July 2019</i></p> <p>Payment of tuition loan costs only, for a qualifying bachelor's degree (or a higher degree), up to a guaranteed total amount of \$7,500 per employee</p>		