



# Comparison of Traditional and Modified Benefit Options Nurse Supervisory and Nurse Management

Refer to your MOU for classifications eligible to elect the Modified Benefit Option (MBO)																																																													
Representation	Teamsters Local 1932																																																												
Contract Date	2015-2019																																																												
<b>Modified Benefit Option (MBO) Wage Differential</b>	<p style="text-align: center;">The MBO provides an additional <b>\$2.00</b> per hour above the base rate of pay for all paid hours.</p> <p style="text-align: center;"><b><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></b></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"> <li>• Overtime</li> <li>• Retirement Benefit Amount</li> <li>• County contribution to the Retirement Medical Trust (RMT)</li> <li>• Sick leave cash-outs pursuant to RMT Article</li> <li>• Leave cash-outs</li> </ul> <p><i>Employees who select the MBO must commit to working minimum 1,560 hours per calendar year.</i></p>																																																												
Health and Welfare																																																													
	If Traditional Benefit Option (TBO) elected	If Modified Benefit Option (MBO) elected																																																											
Benefit Level	Full Time (61 - 80 hours)	Full Time (60 – 80 hours)																																																											
<b>County Contribution towards the cost of Medical Insurance</b>  <i>Also known as Medical Premium Subsidy or MPS</i>	<table style="width: 100%; border-collapse: collapse;"> <tr><td>Employee Only</td><td style="text-align: right;">\$198.82</td></tr> <tr><td>Employee + 1</td><td style="text-align: right;">\$341.30</td></tr> <tr><td>Employee + 2</td><td style="text-align: right;">\$482.94</td></tr> </table>	Employee Only	\$198.82	Employee + 1	\$341.30	Employee + 2	\$482.94	<table style="width: 100%; border-collapse: collapse;"> <tr><td>Employee Only</td><td style="text-align: right;">\$141.16</td></tr> <tr><td>Employee + 1</td><td style="text-align: right;">\$279.87</td></tr> <tr><td>Employee + 2</td><td style="text-align: right;">\$396.01</td></tr> </table>		Employee Only	\$141.16	Employee + 1	\$279.87	Employee + 2	\$396.01																																														
Employee Only	\$198.82																																																												
Employee + 1	\$341.30																																																												
Employee + 2	\$482.94																																																												
Employee Only	\$141.16																																																												
Employee + 1	\$279.87																																																												
Employee + 2	\$396.01																																																												
<b>Medical Plan Options</b> Employee cost for medical insurance depends on plan you choose and how many dependents you cover. Effective July 21, 2018	<table style="width: 100%; border-collapse: collapse;"> <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"><b>Employee Only</b></td></tr> <tr><td>Blue Shield HMO</td><td style="text-align: right;">\$54.81</td></tr> <tr><td>Blue Shield PPO</td><td style="text-align: right;">\$272.08</td></tr> <tr><td>Kaiser Permanente HMO</td><td style="text-align: right;">\$94.83</td></tr> <tr><td colspan="2"><b>Employee + 1</b></td></tr> <tr><td>Blue Shield HMO</td><td style="text-align: right;">\$163.97</td></tr> <tr><td>Blue Shield PPO</td><td style="text-align: right;">\$616.31</td></tr> <tr><td>Kaiser Permanente HMO</td><td style="text-align: right;">\$244.00</td></tr> <tr><td colspan="2"><b>Employee + 2</b></td></tr> <tr><td>Blue Shield HMO</td><td style="text-align: right;">\$231.19</td></tr> <tr><td>Blue Shield PPO</td><td style="text-align: right;">\$1,002.28</td></tr> <tr><td>Kaiser Permanente HMO</td><td style="text-align: right;">\$344.42</td></tr> </tbody> </table>	<u>Plan</u>	<u>Employee Cost Per Pay Period</u>	<b>Employee Only</b>		Blue Shield HMO	\$54.81	Blue Shield PPO	\$272.08	Kaiser Permanente HMO	\$94.83	<b>Employee + 1</b>		Blue Shield HMO	\$163.97	Blue Shield PPO	\$616.31	Kaiser Permanente HMO	\$244.00	<b>Employee + 2</b>		Blue Shield HMO	\$231.19	Blue Shield PPO	\$1,002.28	Kaiser Permanente HMO	\$344.42	<table style="width: 100%; border-collapse: collapse;"> <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"><b>Employee Only</b></td></tr> <tr><td>Blue Shield Bronze PPO</td><td style="text-align: right;">\$6.35</td></tr> <tr><td>Blue Shield HMO</td><td style="text-align: right;">\$112.47</td></tr> <tr><td>Blue Shield PPO</td><td style="text-align: right;">\$329.74</td></tr> <tr><td>Kaiser Permanente HMO</td><td style="text-align: right;">\$152.49</td></tr> <tr><td colspan="2"><b>Employee + 1</b></td></tr> <tr><td>Blue Shield Bronze PPO</td><td style="text-align: right;">\$13.14</td></tr> <tr><td>Blue Shield HMO</td><td style="text-align: right;">\$225.40</td></tr> <tr><td>Blue Shield PPO</td><td style="text-align: right;">\$677.74</td></tr> <tr><td>Kaiser Permanente HMO</td><td style="text-align: right;">\$305.43</td></tr> <tr><td colspan="2"><b>Employee + 2</b></td></tr> <tr><td>Blue Shield Bronze PPO</td><td style="text-align: right;">\$17.76</td></tr> <tr><td>Blue Shield HMO</td><td style="text-align: right;">\$318.12</td></tr> <tr><td>Blue Shield PPO</td><td style="text-align: right;">\$1,089.21</td></tr> <tr><td>Kaiser Permanente HMO</td><td style="text-align: right;">\$431.35</td></tr> </tbody> </table>		<u>Plan</u>	<u>Employee Cost Per Pay Period</u>	<b>Employee Only</b>		Blue Shield Bronze PPO	\$6.35	Blue Shield HMO	\$112.47	Blue Shield PPO	\$329.74	Kaiser Permanente HMO	\$152.49	<b>Employee + 1</b>		Blue Shield Bronze PPO	\$13.14	Blue Shield HMO	\$225.40	Blue Shield PPO	\$677.74	Kaiser Permanente HMO	\$305.43	<b>Employee + 2</b>		Blue Shield Bronze PPO	\$17.76	Blue Shield HMO	\$318.12	Blue Shield PPO	\$1,089.21	Kaiser Permanente HMO	\$431.35
<u>Plan</u>	<u>Employee Cost Per Pay Period</u>																																																												
<b>Employee Only</b>																																																													
Blue Shield HMO	\$54.81																																																												
Blue Shield PPO	\$272.08																																																												
Kaiser Permanente HMO	\$94.83																																																												
<b>Employee + 1</b>																																																													
Blue Shield HMO	\$163.97																																																												
Blue Shield PPO	\$616.31																																																												
Kaiser Permanente HMO	\$244.00																																																												
<b>Employee + 2</b>																																																													
Blue Shield HMO	\$231.19																																																												
Blue Shield PPO	\$1,002.28																																																												
Kaiser Permanente HMO	\$344.42																																																												
<u>Plan</u>	<u>Employee Cost Per Pay Period</u>																																																												
<b>Employee Only</b>																																																													
Blue Shield Bronze PPO	\$6.35																																																												
Blue Shield HMO	\$112.47																																																												
Blue Shield PPO	\$329.74																																																												
Kaiser Permanente HMO	\$152.49																																																												
<b>Employee + 1</b>																																																													
Blue Shield Bronze PPO	\$13.14																																																												
Blue Shield HMO	\$225.40																																																												
Blue Shield PPO	\$677.74																																																												
Kaiser Permanente HMO	\$305.43																																																												
<b>Employee + 2</b>																																																													
Blue Shield Bronze PPO	\$17.76																																																												
Blue Shield HMO	\$318.12																																																												
Blue Shield PPO	\$1,089.21																																																												
Kaiser Permanente HMO	\$431.35																																																												

<b>Grandfathered County Contribution towards the cost of Medical Insurance</b>	Employee Only \$230.25	Employee +1 \$338.86 Employee +2 \$478.50																						
<b>Grandfathered Out of Pocket Costs</b> Same as above <i>except</i> an employee who was hired or entered unit prior to June 28, 2014, <b>and</b> elected and maintained <b>Employee only</b> coverage in the following plans	<table border="1"> <thead> <tr> <th><u>Plan</u></th> <th><u>Employee Cost Per Pay Period</u></th> </tr> </thead> <tbody> <tr> <td><b>Employee Only</b></td> <td></td> </tr> <tr> <td>Blue Shield PPO</td> <td>\$240.65</td> </tr> <tr> <td>Kaiser Permanente HMO</td> <td>\$63.40</td> </tr> </tbody> </table>	<u>Plan</u>	<u>Employee Cost Per Pay Period</u>	<b>Employee Only</b>		Blue Shield PPO	\$240.65	Kaiser Permanente HMO	\$63.40	<table border="1"> <thead> <tr> <th><u>Plan</u></th> <th><u>Employee Cost Per Pay Period</u></th> </tr> </thead> <tbody> <tr> <td><b>Employee +1</b></td> <td></td> </tr> <tr> <td>Blue Shield PPO</td> <td>\$618.75</td> </tr> <tr> <td>Kaiser Permanente HMO</td> <td>\$246.44</td> </tr> <tr> <td><b>Employee +2</b></td> <td></td> </tr> <tr> <td>Blue Shield PPO</td> <td>\$1006.72</td> </tr> <tr> <td>Kaiser Permanente HMO</td> <td>\$348.86</td> </tr> </tbody> </table>	<u>Plan</u>	<u>Employee Cost Per Pay Period</u>	<b>Employee +1</b>		Blue Shield PPO	\$618.75	Kaiser Permanente HMO	\$246.44	<b>Employee +2</b>		Blue Shield PPO	\$1006.72	Kaiser Permanente HMO	\$348.86
<u>Plan</u>	<u>Employee Cost Per Pay Period</u>																							
<b>Employee Only</b>																								
Blue Shield PPO	\$240.65																							
Kaiser Permanente HMO	\$63.40																							
<u>Plan</u>	<u>Employee Cost Per Pay Period</u>																							
<b>Employee +1</b>																								
Blue Shield PPO	\$618.75																							
Kaiser Permanente HMO	\$246.44																							
<b>Employee +2</b>																								
Blue Shield PPO	\$1006.72																							
Kaiser Permanente HMO	\$348.86																							
<b>Dental Premium Subsidy (DPS)</b>	\$9.46																							
<b>Medical Opt-Out</b>	Before 07/23/05- \$133.85 On or After 07/23/05- \$40.00																							
<b>Medical Waive</b>	Before 07/23/05- \$190.00 On or After 07/23/05- \$40.00																							
<b>Vision</b>	Employer Paid for Employee Only Coverage																							
<b>Life Insurance – Employer Paid</b>	<b>MGMT ONLY</b> - \$50,000 <b>SUP ONLY</b> - \$35,000																							
<b>Voluntary Term Life</b>	Employee: \$10,000 - \$700,000 Spouse/Domestic Partner: \$10,000 - \$250,000 Child(ren): \$5,000 - \$20,000																							
<b>Voluntary AD&amp;D</b>	Employee: \$10,000 - \$250,000 Spouse/Domestic Partner: \$5,000 - \$125,000 Child(ren): \$3,125 - \$25,000																							
<b>Leave Provisions</b> <b>**Note:</b> Leave time shall accrue on a prorata basis based on hours coded. Accrual hours listed below are based on <b>80 hours</b> worked in a pay period.																								
	<b>If TBO elected</b>	<b>If MBO elected</b>																						
<b>Paid Time Off (PTO)**</b>  For employees in classifications that are Regularly Scheduled to Work Holiday	<b>Not Eligible</b>	<u>10,400 Service Hours or Less</u> Accrual: 6.92 hours/pay period Max Unused PTO Balance: 270 hours Max Unused Vacation and PTO: 320 hours  <u>More than 10,400 Service Hours</u> Accrual: 8.31 hours/pay period Max Unused PTO Balance: 324 hours Max Unused Vacation and PTO: 404 hours																						

<p align="center"><b>Paid Time Off (PTO)**</b></p> <p>For employees in classifications that are Not Regularly Scheduled to Work Holiday</p>	<p align="center"><b>Not Eligible</b></p>	<p align="center"><u>8,320 Service Hours or Less</u>  Accrual: 4.31 hours/pay period  Max Unused PTO Balance: 169 hours  Max Unused Vacation and PTO: 201 hours</p> <p align="center"><u>8,320 through 18,720 Service Hours</u>  Accrual: 5.85 hours/pay period  Max Unused PTO Balance: 229 hours  Max Unused Vacation and PTO: 272 hours</p> <p align="center"><u>More than 18,720 Service Hours</u>  Accrual: 7.39 hours/pay period  Max Unused PTO Balance: 289 hours  Max Unused Vacation and PTO: 343 hours</p>
<p align="center"><b>Vacation**</b></p>	<p align="center"><u>1,600 through 8,320 Service Hours</u>  Accrual: 3.07 hours/pay period  Max Unused Vacation Balance: 160 hours</p> <p align="center"><u>8,321 through 18,720 Service Hours</u>  Accrual: 4.61 hours/pay period  Max Unused Vacation Balance: 240 hours</p> <p align="center"><u>More than 18,720 Service Hours</u>  Accrual: 6.15 hours/pay period  Max Unused Vacation Balance: 320 hours</p> <p>Cash-out option up to 60 hours/year if 80 hours of vacation used in previous year</p>	<p align="center"><b>Refer to PTO Benefit</b></p>
<p align="center"><b>Sick**</b></p>	<p align="center">3.39 hours/pay period</p>	<p align="center"><b>Refer to PTO Benefit</b></p>
<p align="center"><b>Bereavement</b></p>	<p align="center">2 days per occurrence  (3 if traveling &gt; 1,000 miles)</p>	<p align="center">2 days per occurrence  (3 if traveling &gt; 1,000 miles)</p>
<p align="center"><b>Holiday</b></p> <p>For employees in classifications that are Regularly Scheduled to Work Holiday</p>	<p align="center">13 + 1 floating/year</p>	<p>Employee shall be paid two times their base salary rate for hours worked on 10 recognized holidays. No holiday leave shall accrue. <i>Refer to MOU for specific holidays.</i></p>
<p align="center"><b>Holiday</b></p> <p>For employees in classifications that are Not Regularly Scheduled to Work Holiday</p>	<p align="center">13 + 1 floating/year</p>	<p align="center">13 per year  Not eligible for floating holiday.  Not eligible to be paid two times base salary rate for hours worked on holiday.</p>
<p align="center"><b>Annual</b></p>	<p align="center"><b>SUP ONLY</b> – 40 hours/per year, no cash-out option  (use it or lose it)</p>	<p align="center"><b>SUP ONLY</b> – 40 hours/per year, no cash-out option  (use it or lose it)</p>
<p align="center"><b>Administrative</b></p>	<p align="center"><b>MGMT ONLY</b> – 80 hours/year, w/cash-out option  <b>SUP ONLY</b> – 40 hours/year, w/cash-out option</p>	<p align="center"><b>MGMT ONLY</b> – 80 hours/year, w/cash-out option  <b>SUP ONLY</b> – 40 hours/year, w/cash-out option</p>
<p align="center"><b>Perfect Attendance Leave</b></p>	<p align="center">Annual Gym Membership Reimbursement up to \$299  -OR-  16 hours Perfect Attendance Leave</p>	<p align="center"><b>Not Eligible</b></p>

Retirement		
	If TBO elected	If MBO elected
<b>Tier 1</b> (Hired prior to 1/1/2013, reciprocity provision may apply)	2.0% at age 55	
<b>Tier 2</b> (Hired on or after 1/1/2013, reciprocity provision may apply)	2.5% at age 67	
Retirement - Other		
	If TBO elected	If MBO elected
<b>457(b)</b> Eligible to enroll at any time	Employees shall be eligible to participate upon hire. After one year of continuous service in a regular position, County will match half the employee contribution up to .5%.	Employees shall be eligible to participate, but shall <b>not</b> receive a County match.
<b>Retirement Medical Trust Fund - Sick Leave Conversion</b>	Upon separation from the County, employees who have 10 or more years participation with SBCERA and/or other public retirement system(s) will have their unused sick leave converted to the Retirement Medical Trust based on the conversion table in the applicable Memoranda of Understanding.  <b>Note (MBO Only):</b> Upon separation from County employment any unused PTO balance shall <b>not</b> be eligible to convert to the Retirement Medical Trust. The employee shall be compensated for such unused PTO hours pursuant the MOU.	
<b>Retirement Medical Trust Fund - County Contribution</b>	<u>County Contribution, based on continuous years of 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	<u>County Contribution, based on continuous years of 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  <i>Not eligible for County contribution if enrolled in BlueShield Bronze PPO and receiving FSA County match.</i>
Other		
	If TBO elected	If MBO elected
<b>529 Education Savings Plan</b>	Eligible	
<b>Annual Tuition Reimbursement</b>	Funds/Amounts depend on bargaining unit.	
<b>Dependent Care Assistance Plan (DCAP)</b>	Eligible	
<b>Flexible Spending Account (FSA)</b>	Annual Maximum: \$2,650 or \$101.92 per pay period for 26 pay periods	Annual Maximum: \$2,650 or \$101.92 per pay period for 26 pay periods Plus, employee will receive up to <b>\$25/pay period County match or \$650 annually</b> , if Blue Shield Bronze PPO plan is elected. County match will be credited on a quarterly basis.
<b>Qualified Transportation Plan</b>	Pre-tax deductions of up to \$265/month for qualified transportation (commuter) expenses.	
<b>Short Term Disability</b>	55% up to \$1,252/week	