

# 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>	2008-2014								
<b>Health and Welfare</b>									
<b>Medical Premium Subsidy (MPS)</b>	<table> <tr> <td>Employee Only</td> <td>\$205.72</td> </tr> <tr> <td>Employee + 1</td> <td>\$411.45</td> </tr> <tr> <td>Employee + 2</td> <td>\$582.21</td> </tr> </table>	Employee Only	\$205.72	Employee + 1	\$411.45	Employee + 2	\$582.21		
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<b>Dental Premium Subsidy (DPS) Hired BEFORE July 15, 1993</b>	<b>Effective July 13, 2013</b> Up To \$9.46								
<b>Dental Premium Subsidy (DPS) Hired AFTER July 15, 1993</b>	<b>Effective July 13, 2013</b> <table> <tr> <td>Cigna Dental HMO Employee Only</td> <td>\$ 6.84</td> </tr> <tr> <td>Cigna Dental PPO Employee Only</td> <td>\$20.75</td> </tr> <tr> <td>Employee + 1 (HMO/PPO)</td> <td>\$ 9.46</td> </tr> <tr> <td>Employee + 2 (HMO/PPO)</td> <td>\$ 9.46</td> </tr> </table>	Cigna Dental HMO Employee Only	\$ 6.84	Cigna Dental PPO Employee Only	\$20.75	Employee + 1 (HMO/PPO)	\$ 9.46	Employee + 2 (HMO/PPO)	\$ 9.46
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<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								
<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 –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>
	Up to 7% County Pick Up Hired Before June 12, 2007 OR Hired After June 12, 2007 0-2 years of service 2.5%, 3-4 years of service 5%, 5 years of service 7%
<b>Tier 2</b> (Hired on or after 1/1/2013, reciprocity provision may apply)	<b>2.5% at age 67</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 to Cash Value Formula <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 - \$75, Employee Contribution
<b>Qualified Transportation</b>	Pre-tax deductions of up to \$245/month for qualified transportation (commuter) expenses
<b>Short Term Disability - General</b>	55% up to \$1,075/week (eff. 1/11/14)

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

**Example #1:** A Nurse Manager elects Blue Shield Signature HMO and Cigna Dental Care HMO plans with Employee Only coverage.

- \$227.60 (combined cost of premiums)
- \$205.72 (medical premium subsidy)
- \$6.84 (dental premium subsidy)
- \$ 15.04 (biweekly out-of-pocket cost)**

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

- \$825.64 (combined cost of premiums)
- \$582.21 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$233.97 (biweekly out-of-pocket cost)**