



# NURSES

MOU Contract 2021-2024

The County pays a large portion of your healthcare premiums. To determine your out-of-pocket costs, use our online [Benefits Calculator](#).

*Benefit rates listed for full-time employees (61-80 hours) per biweekly pay period unless otherwise noted.*

## LEAVE PROVISIONS

**Vacation** 80-160 hours per year  
*Cash-out option up to 60 hours per year if 80 hours of vacation used in previous year*

**Sick** 3.39 hours per pay period

**Holiday** 14 + 1 floating per year (8 hours per holiday)  
*Receive straight time for hours worked, plus holiday time accrual.*

**Education Leave & Training** 24 hours annually, may carry over up to 12 hours into the next calendar year.  
*National specialty organization certificate holders provided an additional 10 hours, as long as the certification is maintained.*

**Bereavement** 2 days per occurrence  
· 3 days if traveling >1,000 miles  
· 1 additional day for death of parent, spouse, or child

**Perfect Attendance Leave (PAL)** Up to 16 hours PAL or annual gym membership reimbursement up to \$299



### MEDICAL PREMIUM SUBSIDY

*Effective July 15, 2023*

Employee-Only	\$208.30
Employee +1	\$419.78
Employee +2 or more	\$568.11

### MEDICAL OPT-OUT/WAIVE

If you have other employer-sponsored group coverage and do not enroll in the County's medical plans, you will receive an extra \$40 per pay period.



### VISION

No Cost for Employee-Only Coverage.

Purchase dependent coverage for a small bi-weekly cost:

Employee +1	\$3.16
Employee +2 or more	\$8.81

*Employees are our most valuable resource.*

**VOLUNTARY PARTICIPATION PROGRAMS**

**COUNTY-PAID BENEFITS**

**SHORT-TERM DISABILITY**

Receive 55% of pay, up to \$1,620/week for up to one year

**BASIC TERM LIFE INSURANCE**

\$25,000

**RETIREMENT**

**SBCERA Retirement Formulas**

*Reciprocity provisions may apply*

**Tier I** 2.0% AT AGE 55  
*Hired PRIOR to Jan 1, 2013*

**Tier II** 2.5% at age 67  
*Hired ON or AFTER Jan 1, 2013*

**457(b) Deferred Compensation**

Auto-enrolled upon hire at 1% contribution of base salary. County will match half of your contribution up to 0.5% of your base salary after two years of continuous service.

**Retirement Medical Trust (RMT)**

**County Contribution**

(Based on continuous years of service):

10-14 years = 1.25% of biweekly base salary

15-24 years = 1.75% of biweekly base salary

20+ years = 2.00% of biweekly base salary

**Sick Leave Conversion**

Upon separation, eligible to convert a portion of your sick leave into the RMT upon attaining 10+ years of participation with SBCERA and/or other public retirement.

**MODIFIED BENEFIT OPTION (MBO)**

Certain eligible job classifications have the option to elect the MBO in lieu of the traditional benefit option; refer to your [Memorandum of Understanding \(MOU\)](#) for details.

<b>Supplemental Term Life Insurance</b>	Have financial security with extra term life coverage for yourself and your family with coverage up to \$700,000.
<b>AD&amp;D Insurance</b>	Additional insurance in the event of accidental death or serious injury, with coverage options up to \$250,000.
<b>FSA</b>	Pre-tax account for qualified health care expenses up to \$3,050 annually.
<b>DCAP</b>	Pre-tax account for qualified dependent care expenses up to \$5,000 annually.
<b>Annual Tuition Reimbursement</b>	Get up to \$700 per fiscal year, with carryover balance up to \$1,550. Refer to MOU.
<b>Tuition Loan Repayment</b>	Receive up to \$7,500 for eligible loan repayment. Refer to MOU.
<b>529 Savings Plan</b>	Invest for future educational expenses with tax-free earnings. Contact Voya to enroll.
<b>Combined Giving</b>	<a href="http://link.sbcounty.gov/CombinedGiving">link.sbcounty.gov/CombinedGiving</a> Give back to the community via one-time or ongoing payroll deductions.
<b>Commuter Services</b>	<a href="http://link.sbcounty.gov/rideshare">link.sbcounty.gov/rideshare</a> Help the environment, reduce traffic, save money and earn rewards with your commute.
<b>Employee Discounts</b>	<a href="http://link.sbcounty.gov/EmployeeDiscount">link.sbcounty.gov/EmployeeDiscount</a> Save big at hundreds of national and local merchants
<b>Wellness Program</b>	<a href="http://link.sbcounty.gov/wellness">link.sbcounty.gov/wellness</a> Information, resources and rewards to support your healthy lifestyle.
<b>Employee Assistance Program (EAP)</b>	<a href="http://link.sbcounty.gov/eap">link.sbcounty.gov/eap</a> Confidential expert support and resources available at any time, at no cost to you.