



SUPERVISORY NURSES

Bargaining Unit: Nurses Supervisory and Management (NRS)

MOU Contract 2023-2027

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

Admin 80 hours/year – MGMT* ONLY
40 hours/year – SUP ONLY
Cash-out option

Annual 40 hours/year – SUP ONLY
No Cash-out (use it or lose it)

Bereavement 3 days per occurrence
(4 if traveling >600 miles)

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

**Management Level Nurses (i.e. Clinical Director I and II, Unit Manager, Clinic Unit Manager)*



MEDICAL PREMIUM SUBSIDY

Effective September 23, 2023

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|---------------------|----------|
| Employee-Only | \$287.92 |
| Employee +1 | \$559.05 |
| Employee +2 or more | \$790.01 |

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.



DENTAL PREMIUM SUBSIDY

\$9.46 *(requires enrollment in a County medical plan)*



VISION

No Cost for Employee-Only Coverage.

Employees are our most valuable resource.

COUNTY-PAID BENEFITS

SHORT-TERM DISABILITY

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

BASIC TERM LIFE INSURANCE

\$50,000 for MGMT
\$35,000 for SUP

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 one year.

Retirement Medical Trust (RMT)

County Contribution

(Based on continuous years of service):

10-14 years = 1.5% of biweekly base salary
15-19 years = 2.0% of biweekly base salary
20+ years = 2.5% 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.

VOLUNTARY PARTICIPATION PROGRAMS

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|--|---|
| Supplemental Term Life Insurance | Have financial security with extra term life coverage for yourself and your family with coverage up to \$700,000. |
| AD&D Insurance | Additional insurance in the event of accidental death or serious injury, with coverage options up to \$250,000. |
| FSA | Pre-tax account for qualified health care expenses up to \$3,050 annually. Employees who select County or Teamsters sponsored Blue Shield Access + or Kaiser Choice HMO plans are eligible for up to a \$10 per pay period match. |
| DCAP | Pre-tax account for qualified dependent care expenses up to \$5,000 annually. |
| Annual Tuition Reimbursement | Get up to \$700 per fiscal year, with carryover balance up to \$1,400. |
| Tuition Loan Repayment | Receive up to \$7,500 for eligible loan repayment. Refer to MOU. |
| 529 Savings Plan | Invest for future educational expenses with tax-free earnings. Contact Voya to enroll. |
| Combined Giving | link.sbcounty.gov/CombinedGiving Give back to the community via one-time or ongoing payroll deductions. |
| Commuter Services | link.sbcounty.gov/rideshare Help the environment, reduce traffic, save money and earn rewards with your commute. |
| Employee Discounts | link.sbcounty.gov/EmployeeDiscount Save big at hundreds of national and local merchants |
| Wellness Program | link.sbcounty.gov/wellness Information, resources and rewards to support your healthy lifestyle. |
| Employee Assistance Program (EAP) | link.sbcounty.gov/eap Confidential expert support and resources available at any time, at no cost to you. |