



Nurses

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Representation	California Nurses Association	
Contract Date	2014-2017	
Health and Welfare		
Benefit Level	Full Time (61 – 80 hours)	
Medical Premium Subsidy (MPS)	Employee Only	\$160.23
	Employee + 1	\$333.61
	Employee + 2	\$450.32
Medical Opt-Out/Waive	\$40.00	
Vision	Employee Only coverage paid for by the County Employee may purchase dependent coverage:	
	<u>Coverage Level</u>	<u>Bi-Weekly Rate</u>
	Employee +1	\$3.57
	Employee +2 or more	\$9.55
Life Insurance Employer Paid	\$25,000	
Voluntary Term Life	\$10,000 - \$700,000	
Voluntary AD&D	\$10,000 - \$250,000	
Leave Provisions		
Vacation	80-160 hours/year	
Sick	3.39 hours	
Bereavement	2 days per occurrence	
Holiday	13 + 1 floating/year	
Perfect Attendance	Annual Gym Membership Reimbursement up to \$299	-OR- Annual 16 hours of Perfect Attendance Leave
Retirement		
Tier I Hired PRIOR TO January 1, 2013 reciprocity provision may apply	2.0% at age 55	
Tier II Hired ON or AFTER January 1, 2013 reciprocity provision may apply	2.5% at age 67	
Retirement – Other		
457(b)	Eligible to enroll at any time	

Retirement Medical Trust Fund - Sick Leave Conversion	Employees become eligible to convert a portion of their sick leave 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	<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
Other	
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
Medical Expense Reimbursement Plan (Flexible Spending Account)	\$5-\$98.07 employee contribution per pay period
Qualified Transportation Plan	Pre-tax deductions of up to \$255/month for qualified transportation (commuter) expenses
Short Term Disability	55% up to \$1,173/week

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

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

$$\begin{array}{r}
 \$238.28 \text{ (combined cost of premiums)} \\
 - \underline{\$160.23} \text{ (medical premium subsidy)} \\
 \mathbf{\$ 78.05 \text{ (out-of-pocket cost)}}
 \end{array}$$

Example 2: A Correctional Nurse I elects Kaiser Permanente and Cigna Dental PPO plans with Employee + 2 or more coverage.

$$\begin{array}{r}
 \$838.66 \text{ (combined cost of premiums)} \\
 - \underline{\$450.32} \text{ (medical premium subsidy)} \\
 \mathbf{\$388.34 \text{ (out-of-pocket cost)}}
 \end{array}$$

Example 3: A Nurse Recruiter elects Blue Shield Signature HMO and Cigna Dental Care HMO plans with Employee + 2 or more coverage.

$$\begin{array}{r}
 \$663.03 \text{ (combined cost of premiums)} \\
 - \underline{\$450.32} \text{ (medical premium subsidy)} \\
 \mathbf{\$212.71 \text{ (out-of-pocket cost)}}
 \end{array}$$