



Nurses

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Representation	California Nurses Association						
Contract Date	2018-2021						
Health and Welfare							
Benefit Level	Full Time (61 – 80 hours)						
Medical Premium Subsidy (MPS)	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;">Employee Only</td> <td style="text-align: right;">\$165.23</td> </tr> <tr> <td>Employee + 1</td> <td style="text-align: right;">\$338.61</td> </tr> <tr> <td>Employee + 2</td> <td style="text-align: right;">\$455.32</td> </tr> </table>	Employee Only	\$165.23	Employee + 1	\$338.61	Employee + 2	\$455.32
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Employee + 1	\$338.61						
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Medical Opt-Out/Waive	\$40.00						
Vision	<p>Employee Only coverage paid for by the County</p> <p>Employee may purchase dependent coverage:</p> <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><u>Coverage Level</u></th> <th style="text-align: right;"><u>Bi-Weekly Rate</u></th> </tr> </thead> <tbody> <tr> <td>Employee +1</td> <td style="text-align: right;">\$3.57</td> </tr> <tr> <td>Employee +2 or more</td> <td style="text-align: right;">\$9.55</td> </tr> </tbody> </table>	<u>Coverage Level</u>	<u>Bi-Weekly Rate</u>	Employee +1	\$3.57	Employee +2 or more	\$9.55
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Employee +1	\$3.57						
Employee +2 or more	\$9.55						
Life Insurance Employer Paid	\$25,000						
Voluntary Term Life	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;">Employee: \$10,000 - \$700,000</td> </tr> <tr> <td>Spouse/Domestic Partner: \$10,000 - \$250,000</td> </tr> <tr> <td>Child(ren): \$5,000 - \$20,000</td> </tr> </table>	Employee: \$10,000 - \$700,000	Spouse/Domestic Partner: \$10,000 - \$250,000	Child(ren): \$5,000 - \$20,000			
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Leave Provisions							
Vacation	80-160 hours/year, w/cash-out option up to 60 hours/year if 80 hours of vacation used in previous year						
Sick	3.39 hours						
Bereavement	2 days per occurrence (3 if traveling > 1,000 miles)						
Holiday	13 + 1 floating/year						
Perfect Attendance	Reimbursement for Annual Gym Membership up to \$299 –OR– 16 hours of Perfect Attendance Leave						
Retirement							
Tier I Hired PRIOR TO January 1, 2013 reciprocity provision may apply	2.0% at age 55						

Retirement	
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	
529 Education Savings Plan	Eligible
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
Flexible Spending Account (FSA)	Annual maximum contribution of \$2,600
Qualified Transportation Plan	Pre-tax deductions of up to \$260/month for qualified transportation (commuter) expenses
Short Term Disability	55% up to \$1,216/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 DeltaCare USA DHMO plans with Employee Only coverage.

$$\begin{array}{r}
 \$250.96 \text{ (combined cost of premiums)} \\
 - \ \$165.23 \text{ (medical premium subsidy)} \\
 \hline
 \mathbf{\$85.73 \text{ (out-of-pocket cost)}}
 \end{array}$$

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

$$\begin{array}{r}
 \$898.55 \text{ (combined cost of premiums)} \\
 - \ \$455.32 \text{ (medical premium subsidy)} \\
 \hline
 \mathbf{\$443.23 \text{ (out-of-pocket cost)}}
 \end{array}$$

Example 3: A Nurse Recruiter elects Blue Shield Signature HMO and DeltaCare USA DHMO plans with Employee + 2 or more coverage.

$$\begin{array}{r}
 \$699.38 \text{ (combined cost of premiums)} \\
 - \ \$455.32 \text{ (medical premium subsidy)} \\
 \hline
 \mathbf{\$244.06 \text{ (out-of-pocket cost)}}
 \end{array}$$