



Supervisory Nurses

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Representation	San Bernardino Public Employees Association-Teamsters Local 1932	
Contract Date	2015-2019	
Health and Welfare		
Benefit Level	Full Time (61 – 80 hours)	
Medical Premium Subsidy (MPS)	Hired or entering unit BEFORE June 28, 2014:	
	Employee Only	\$205.72
	Employee + 1	\$411.45
	Employee + 2	\$582.21
Medical Premium Subsidy (MPS)	Hired or entering unit ON OR AFTER June 28, 2014:	
	Employee Only	\$194.90
	Employee + 1	\$334.57
	Employee + 2	\$473.43
Dental Premium Subsidy (DPS)	Up to \$9.46	
Medical Opt-Out/Waive	\$40.00	
Vision	Employee Only	
Life Insurance Employer Paid	\$35,000	
Voluntary Term Life	Employee: \$10,000 - \$700,000	
	Spouse/Domestic Partner: \$10,000 - \$250,000	
	Child(ren): \$5,000 - \$20,000	
Voluntary AD&D	Employee: \$10,000 - \$250,000	
	Spouse/Domestic Partner: \$5,000 - \$125,000	
	Child(ren): \$3,125 - \$25,000	
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	
Annual	40 hours/year (use it or lose it)	
Administrative	40 hours/year (cash-out option)	
Perfect Attendance	Annual Gym Membership Reimbursement up to \$299	-OR- Annual 16 hours of Perfect Attendance Leave
Retirement		
Tier 1 Hired PRIOR TO January 1, 2013 reciprocity provision may apply	2.0% at age 55	

Tier 2 Hired ON or AFTER January 1, 2013 reciprocity provision may apply	2.5% at age 67
Retirement – Other	
457(b)	Eligible for County match after one year of continuous service in a regular position. County contribution ½ times Employee contribution, up to ½%
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 15-19 years = 1.25% of bi-weekly base salary 20+ years = 1.50% 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 \$255/month for qualified transportation (commuter) expenses
Short Term Disability	55% up to \$1,216/week

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

Hired After June 28, 2014: A Nurse Practitioner III elects Kaiser Permanente and Delta Dental PPO plans with Employee + 1 coverage.

\$625.79 (combined cost of medical and dental premiums)
- \$344.03 (combined premium subsidy)
\$281.76 (out-of-pocket cost)

Hired Before June 28, 2014: A Correctional Nurse I elects Kaiser Permanente and Delta Dental PPO plans with Employee + 2 or more coverage.

\$898.55 (combined cost of medical and dental premiums)
- \$591.67 (combined premium subsidy)
\$306.88 (out-of-pocket cost)

Hired After June 28, 2014: A Nurse Recruiter elects Blue Shield Signature HMO and DeltaCare USA DHMO plans with Employee + 2 or more coverage.

\$699.38 (combined cost of medical and dental premiums)
- \$482.89 (combined premium subsidy)
\$216.49 (out-of-pocket cost)