



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	\$198.82
	Employee + 1	\$341.30
	Employee + 2	\$482.94
Dental Premium Subsidy (DPS)	Up to \$9.46	
Medical Opt-Out/Waive	\$40.00	
Vision	Employee Only	
Life Insurance Employer Paid	Supervisory Unit: \$35,000 Management Unit: \$50,000	
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	Supervisory Unit: 40 hours/year (use it or lose it) Management Unit: N/A	
Administrative	Supervisory Unit: 40 hours/year (cash-out option) Management Unit: 80 hours/year (cash-out option)	
Perfect Attendance	Annual Gym Membership Reimbursement up to \$299 -OR- Annual 16 hours of Perfect Attendance Leave	
Retirement		
Retirement Formulas <i>Reciprocity provision may apply</i>	Tier I	
	2.0% at age 55	
	Hired PRIOR TO January 1, 2013	
Retirement Formulas <i>Reciprocity provision may apply</i>	Tier II	
	2.5% at age 67	
	Hired ON or AFTER January 1, 2013	

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: \$2,650 or \$101.92 per pay period for 26 pay periods
Qualified Transportation Plan	Pre-tax deductions of up to \$265/month for qualified transportation (commuter) expenses
Short Term Disability	55% up to \$1,252/week
Modified Benefit Option (MBO)	Certain eligible classifications have the option to elect the MBO in lieu of the traditional benefit option, refer to your MOU for details

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.

\$632.43 (combined cost of medical and dental premiums)
- \$350.76 (combined premium subsidy)
\$281.67 (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.

\$907.44 (combined cost of medical and dental premiums)
- \$591.67 (combined premium subsidy)
\$315.77 (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.

\$734.90 (combined cost of medical and dental premiums)
- \$492.40 (combined premium subsidy)
\$242.50 (out-of-pocket cost)