



Supervisory Nurses

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Representation	San Bernardino Public Employees Association-Teamsters Local 1932	
Contract Date	2019-2023	
Health and Welfare		
Benefit Level	Full Time (61 – 80 hours)	
Medical Premium Subsidy (MPS)	Employee Only	\$227.82
	Employee + 1	\$414.05
	Employee + 2	\$590.44
Dental Premium Subsidy (DPS)	Up to \$9.46	
Medical Opt-Out/Waive	\$40.00	
Vision	Employer Paid for Employee Only Coverage	
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/pay period	
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>	<u>Tier I</u> 2.0% at age 55 Hired PRIOR TO January 1, 2013	<u>Tier II</u> 2.5% at age 67 Hired ON or AFTER January 1, 2013

Retirement – Other	
457(b) Eligible to enroll at any time	All employees in a bargaining unit covered by the MOU shall automatically be enrolled in the County's 457 Deferred Compensation Plan and contribute 1.00% of base salary to the plan. Employees may decline participation at any time. After one year of continuous service in a regular position, County will match 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 continuous years of service:</u> 10-14 years = 1.50% of bi-weekly base salary 15-19 years = 2.00% of bi-weekly base salary 20+ years = 2.50% 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: \$2,700 or \$103.84 per pay period for 26 pay periods Employees who select the County-sponsored Blue Shield Access + HMO or the Kaiser Choice HMO plan and elect to enroll in the FSA shall be eligible for up to a \$10.00 per pay period match to be credited on a quarterly basis.
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
Tuition Loan Repayment Program	Employees with 2 or more years of continuous service with the County as of July 1, 2020 will be eligible to apply for tuition loan repayment. Payment of tuition loan costs only, for a qualifying bachelor's degree (or a higher degree), up to a guaranteed total amount of \$7,500 per employee
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 bi-weekly to help off-set the cost of your medical and dental premiums.

Example #1: A Nurse Practitioner III elects Blue Shield Access+ HMO and DeltaCare USA DHMO plans with Employee only coverage.

\$ 235.28 (combined cost of medical and dental premiums)

\$ 225.40 (MPS cannot exceed cost of medical premium)

- \$ 9.46 (dental premium subsidy)

\$ 0.42 (biweekly out-of-pocket cost)

Example #2: A Correctional Nurse I elects Kaiser Permanente and Delta Dental PPO plans with Employee + 1 coverage.

\$ 643.06 (combined cost of premiums)

- \$ 414.05 (medical premium subsidy)

- \$ 9.46 (dental premium subsidy)

\$ 219.55 (biweekly out-of-pocket cost)

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

\$ 751.28 (combined cost of premiums)

- \$ 590.44 (medical premium subsidy)

- \$ 9.46 (dental premium subsidy)

\$ 151.38 (biweekly out-of-pocket cost)