



# Nurses

## Traditional Benefit Option

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

<b>Representation</b>	California Nurses Association		
<b>Contract Date</b>	2018-2021		
<b>Benefit Level</b>	Full Time (61 – 80 hours)		
<b>Health and Welfare</b>			
<b>County Contribution towards the cost of Medical Insurance</b> <i>Also known as Medical Premium Subsidy or MPS</i>		Employee Only	\$170.23
		Employee + 1	\$343.61
		Employee + 2	\$460.32
<b>Medical Plan Options</b> <i>Employee cost for medical insurance depends on the plan you choose and how many dependents you cover.</i>	<b>Plan Provider</b>	<b>Employee cost per Pay Period</b>	
	<b>Employee Only</b>	<b>Low Option*</b>	<b>Traditional Option</b>
	Blue Shield HMO	\$55.17	\$89.19
	Kaiser Permanente HMO	\$89.31	\$128.62
	<b>Employee + 1</b>		
	Blue Shield HMO	\$105.20	\$173.23
	Kaiser Permanente HMO	\$173.46	\$252.08
	<b>Employee + 2 or more</b>		
	Blue Shield HMO	\$173.92	\$270.19
	Kaiser Permanente HMO	\$270.50	\$381.73
	*Blue Shield Access + HMO and Kaiser Choice HMO		
<b>Medical Opt-Out/Waive</b>	<p><i>If you have group sponsored medical coverage elsewhere, you may waive the County coverage.</i></p> <p>You receive \$40.00 per pay period, cash payable to you in your pay check.</p>		
<b>Leave Provisions</b>			
<b>Vacation</b>	<p style="text-align: center;"><u>0 – 4 Years of Service*</u></p> <p style="text-align: center;">Accrual: 3.08 hours/pay period 80 hours/year Max Unused Vacation Balance: 160</p> <p style="text-align: center;"><u>5 – 9 Years of Service*</u></p> <p style="text-align: center;">Accrual: 4.62 hours/pay period 120 hours/year Max Unused Vacation Balance: 240</p> <p style="text-align: center;"><u>10 or More Years of Service*</u></p> <p style="text-align: center;">Accrual: 6.15 hours/pay period 160 hours/year Max Unused Vacation Balance: 320 hours</p> <p style="text-align: center;">*1 year=2,080 hrs.</p> <p style="text-align: center;">With cash-out option up to 60 hours/year if 80 hours of vacation used in previous year.</p>		

<b>Sick Leave</b>	3.39 hours/pay period 88 hours/year						
<b>Bereavement</b>	2 days per occurrence (3 if traveling > 1,000 miles one-way)						
<b>Education Leave and Training</b> <i>Applicable to regular full-time nurses with one (1) or more years of service</i>	24 hours provided annually, may carry over up to 8 hours into next calendar year.  Those holding a certification from a national specialty organization shall be provided an additional four (4) hours of Education Leave each year, and thereafter, as long as the certification is maintained.						
<b>Holiday Leave</b>	13 + 1 floating holiday/year (8 hours/holiday)						
<b>Holiday Pay for Hours Worked on a Holiday</b>	<b>Straight time for all hours worked on 13 recognized holidays.</b> <b>Example:</b> A 12 hour nurse who works 12 hours on a fixed holiday would be paid <u>12 hours straight time and accrue 8 hours holiday leave or receive 8 hours straight time in lieu of accrual for a total of 20 hours at base hourly rate of pay.</u>						
<b>Perfect Attendance</b>	Reimbursement for Employee Annual Gym Membership up to \$299 -OR- 16 hours of Perfect Attendance Leave						
<b>Flexible Spending Account</b>							
<b>Flexible Spending Account (FSA)</b> <i>Used to reimburse you for eligible medical expenses including deductible amounts, if applicable</i>	Annual maximum: \$2,700 or \$103.84 per pay period for 26 pay periods						
<b>Vision and Life Insurance</b>							
<b>Vision</b>	Employee Only coverage paid for by the County  Employee may purchase dependent coverage: <table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: left;"><u>Coverage Level</u></th> <th style="text-align: left;"><u>Employee Cost Per Pay Period</u></th> </tr> </thead> <tbody> <tr> <td>Employee +1</td> <td>\$3.16</td> </tr> <tr> <td>Employee +2 or more</td> <td>\$8.81</td> </tr> </tbody> </table>	<u>Coverage Level</u>	<u>Employee Cost Per Pay Period</u>	Employee +1	\$3.16	Employee +2 or more	\$8.81
<u>Coverage Level</u>	<u>Employee Cost Per Pay Period</u>						
Employee +1	\$3.16						
Employee +2 or more	\$8.81						
<b>Life Insurance Employer Paid</b>	\$25,000						
<b>Voluntary Term Life</b>	Employee: \$10,000 - \$700,000 Spouse/Domestic Partner: \$10,000 - \$250,000 Child(ren): \$5,000 - \$20,000						
<b>Voluntary AD&amp;D</b>	Employee: \$10,000 - \$250,000 Spouse/Domestic Partner: \$5,000 - \$125,000 Child(ren): \$3,125 - \$25,000						
<b>Retirement</b>							
<b>Retirement Formulas</b> <i>Reciprocity provision may apply</i>	<table style="width: 100%; border: none;"> <tr> <td style="text-align: center;"><b><u>Tier I</u></b> <b>2.0% at age 55</b></td> <td style="text-align: center;"><b><u>Tier II</u></b> <b>2.5% at age 67</b></td> </tr> <tr> <td style="text-align: center;">Hired PRIOR TO January 1, 2013</td> <td style="text-align: center;">Hired ON or AFTER January 1, 2013</td> </tr> </table>	<b><u>Tier I</u></b> <b>2.0% at age 55</b>	<b><u>Tier II</u></b> <b>2.5% at age 67</b>	Hired PRIOR TO January 1, 2013	Hired ON or AFTER January 1, 2013		
<b><u>Tier I</u></b> <b>2.0% at age 55</b>	<b><u>Tier II</u></b> <b>2.5% at age 67</b>						
Hired PRIOR TO January 1, 2013	Hired ON or AFTER January 1, 2013						

<b>Retirement – Other</b>	
<b>457(b)</b>	Eligible to enroll at any time
<b>Retirement Medical Trust Fund - Sick Leave Conversion</b>	Employees become eligible to convert a portion of their sick leave upon separation from the County, for reasons other than disability or death, to the Retirement Medical Trust upon attaining 10 or more years of participation with SBCERA and/or other public retirement system(s).
<b>Retirement Medical Trust Fund - County Contribution</b>	<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
<b>Other</b>	
<b>529 Education Savings Plan</b>	Eligible
<b>Annual Tuition Reimbursement</b>	\$700 per year, w/carryover from previous year not to exceed a balance of \$1,400/year
<b>Dependent Care Assistance Plan</b>	Eligible
<b>Employee Discount Program</b>	Available to all employees
<b>Qualified Transportation Plan</b>	Pre-tax deductions of up to \$265/month for qualified transportation expenses
<b>Short Term Disability</b>	55% up to \$1,252/week
<b>Tuition Loan Repayment Program</b>	<b><i>Available in July 2019</i></b> 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
<b>Modified Benefit Option (MBO)</b>	Certain eligible classifications have the option to elect the MBO in lieu of the traditional benefit option, refer to your MOU for details