



# SUPERVISORY NURSES

Bargaining Unit: Nurses Supervisory and Management (NRS)

MOU Contract 2023-2027

The County pays a large portion of your healthcare premiums. To determine your out-of-pocket costs, use our online [Benefits Calculator](#).

Benefit rates listed for full-time employees (61-80 hours) per biweekly pay period unless otherwise noted.

## LEAVE PROVISIONS

<b>Vacation</b>	80-160 hours per year <i>Cash-out option up to 60 hours per year if 80 hours of vacation used in previous year</i>
<b>Sick</b>	3.39 hours per pay period
<b>Holiday</b>	14 + 1 floating per year
<b>Admin</b>	80 hours/year – MGMT* ONLY 40 hours/year – SUP ONLY <i>Cash-out option</i>
<b>Annual</b>	40 hours/year – SUP ONLY <i>No Cash-out (use it or lose it)</i>
<b>Bereavement</b>	3 days per occurrence <i>(4 if traveling &gt;600 miles)</i>
<b>Perfect Attendance Leave (PAL)</b>	Up to 16 hours PAL or annual gym membership reimbursement up to \$299

\*Management Level Nurses (i.e. Clinical Director I and II, Unit Manager, Clinic Unit Manager)



### MEDICAL PREMIUM SUBSIDY

Effective July 13, 2024

Employee-Only	\$306.01
Employee +1	\$595.22
Employee +2 or more	\$841.19

### MEDICAL OPT-OUT/WAIVE

If you have other employer-sponsored group coverage and do not enroll in the County's medical plans, you will receive an extra \$40 per pay period.



### DENTAL PREMIUM SUBSIDY

\$9.46 (requires enrollment in a County medical plan)



### VISION

No Cost for Employee-Only Coverage.

*Employees are our most valuable resource.*

## VOLUNTARY PARTICIPATION PROGRAMS

### COUNTY-PAID BENEFITS

#### SHORT-TERM DISABILITY

Receive 55% of pay, up to \$1,620/week for up to one year

#### BASIC TERM LIFE INSURANCE

\$50,000 for MGMT  
\$35,000 for SUP

#### RETIREMENT

##### SBCERA Retirement Formulas

*Reciprocity provisions may apply*

**Tier I** 2.0% AT AGE 55  
*Hired PRIOR to Jan 1, 2013*

**Tier II** 2.5% at age 67  
*Hired ON or AFTER Jan 1, 2013*

##### 457(b) Deferred Compensation

Auto-enrolled upon hire at 1% contribution of base salary. County will match half of your contribution up to 0.5% of your base salary after one year.

##### Retirement Medical Trust (RMT)

###### County Contribution

(Based on continuous years of service):

10-14 years = 1.5% of biweekly base salary

15-19 years = 2.0% of biweekly base salary

20+ years = 2.5% of biweekly base salary

###### Sick Leave Conversion

Upon separation, eligible to convert a portion of your sick leave into the RMT upon attaining 10+ years of participation with SBCERA and/or other public retirement.

##### MODIFIED BENEFIT OPTION (MBO)

Certain eligible job classifications have the option to elect the MBO in lieu of the traditional benefit option; refer to your [Memorandum of Understanding \(MOU\)](#) for details.

**Supplemental Term Life Insurance** Have financial security with extra term life coverage for yourself and your family with coverage up to \$700,000.

**AD&D Insurance** Additional insurance in the event of accidental death or serious injury, with coverage options up to \$250,000.

**FSA** Pre-tax account for qualified health care expenses up to \$3,200 annually. Employees who select County or Teamsters sponsored Blue Shield Access + or Kaiser Choice HMO plans are eligible for up to a \$10 per pay period match.

**DCAP** Pre-tax account for qualified dependent care expenses up to \$5,000 annually.

**Annual Tuition Reimbursement** Get up to \$700 per fiscal year, with carryover balance up to \$1,400.

**Tuition Loan Repayment** Receive up to \$7,500 for eligible loan repayment. Refer to MOU.

**529 Savings Plan** Invest for future educational expenses with tax-free earnings. Contact Voya to enroll.

**Combined Giving** <link.sbcounty.gov/CombinedGiving>  
Give back to the community via one-time or ongoing payroll deductions.

**Commuter Services** <link.sbcounty.gov/rideshare>  
Help the environment, reduce traffic, save money and earn rewards with your commute.

**Employee Discounts** <link.sbcounty.gov/EmployeeDiscount>  
Save big at hundreds of national and local merchants

**Wellness Program** <link.sbcounty.gov/wellness>  
Information, resources and rewards to support your healthy lifestyle.

**Employee Assistance Program (EAP)** <link.sbcounty.gov/eap>  
Confidential expert support and resources available at any time, at no cost to you.