



NURSES

MOU Contract 2024-2028

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

Vacation 80-160 hours per year
Cash-out option up to 60 hours per year if 80 hours of vacation used in previous year

Sick 3.39 hours per pay period

Holiday 14 + 1 floating per year (8 hours per holiday)
Receive straight time for hours worked, plus holiday time accrual.

Education Leave & Training 28 hours annually, may carry over up to 14 hours into the next calendar year.
National specialty organization certificate holders provided an additional 10 hours, as long as the certification is maintained.

Bereavement 3 days per occurrence
- 4 if traveling >600 miles
- 1 additional day for death of parent, spouse, or child

Perfect Attendance Up to 16 hours PAL or annual gym membership

MEDICAL PREMIUM SUBSIDY

Effective July 12, 2025

Employee-Only	\$262.65
Employee +1	\$528.34
Employee +2 or more	\$721.66

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.

VISION

No Cost for Employee and Dependent Coverage.



Employees are our most valuable resource.

COUNTY-PAID BENEFITS

SHORT-TERM DISABILITY

Receive 55% of pay, up to \$1,681/week for up to one year

BASIC TERM LIFE INSURANCE

\$25,000

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 completion of 1 year of service at 1% contribution of base salary. County will match half of your contribution up to 0.5% of your base salary after one year of continuous service.

Retirement Medical Trust (RMT)

County Contribution

(Based on continuous years of service):

10-14 years = 1.25% of biweekly base salary

15-19 years = 1.75% of biweekly base salary

20+ years = 2.00% 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.

VOLUNTARY PARTICIPATION PROGRAMS

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 \$3,300 annually.
DCAP	Pre-tax account for qualified dependent care expenses up to \$5,000 annually.
Annual Tuition Reimbursement	Get up to \$775 per fiscal year, with carryover balance up to \$2,000. Refer to MOU.
Tuition Loan Repayment	Receive up to \$10,000 for eligible loan repayment. Refer to MOU.
529 Savings Plan	Invest for future educational expenses with tax-free earnings. Contact ScholarShare 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.