



Human Resources  
Employee Benefits & Services

# 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 12, 2025*

Employee-Only	\$337.36
Employee +1	\$657.95
Employee +2 or more	\$929.94

## 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.**

## COUNTY-PAID BENEFITS

### SHORT-TERM DISABILITY

Receive 55% of pay, up to \$1,681/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.

## VOLUNTARY PARTICIPATION PROGRAMS

<b>Supplemental Term Life Insurance</b>	Have financial security with extra term life coverage for yourself and your family with coverage up to \$700,000.
<b>AD&amp;D Insurance</b>	Additional insurance in the event of accidental death or serious injury, with coverage options up to \$250,000.
<b>FSA</b>	Pre-tax account for qualified health care expenses up to \$3,300 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.
<b>DCAP</b>	Pre-tax account for qualified dependent care expenses up to \$5,000 annually.
<b>Annual Tuition Reimbursement</b>	Get up to \$1,000 per fiscal year, with carryover balance up to \$2,000.
<b>Tuition Loan Repayment</b>	Receive up to \$7,500 for eligible loan repayment. Refer to MOU.
<b>529 Savings Plan</b>	Invest for future educational expenses with tax-free earnings. Contact ScholarShare to enroll.
<b>Combined Giving</b>	<a href="https://link.sbcounty.gov/CombinedGiving">link.sbcounty.gov/CombinedGiving</a> Give back to the community via one-time or ongoing payroll deductions.
<b>Commuter Services</b>	<a href="https://link.sbcounty.gov/rideshare">link.sbcounty.gov/rideshare</a> Help the environment, reduce traffic, save money and earn rewards with your commute.
<b>Employee Discounts</b>	<a href="https://link.sbcounty.gov/EmployeeDiscount">link.sbcounty.gov/EmployeeDiscount</a> Save big at hundreds of national and local merchants
<b>Wellness Program</b>	<a href="https://link.sbcounty.gov/wellness">link.sbcounty.gov/wellness</a> Information, resources and rewards to support your healthy lifestyle.
<b>Employee Assistance Program (EAP)</b>	<a href="https://link.sbcounty.gov/eap">link.sbcounty.gov/eap</a> Confidential expert support and resources available at any time, at no cost to you.