

**BARGAINING UNIT: (015 & 016) NURSES (CNA)
County of Sacramento**

BENEFITS	MAX. MONTHLY COUNTY CONTRIBUTION	REMARKS
Medical	\$939.94 (effective 1/09) Note: The County contribution is 80% of the premium amount for the least expensive HMO plan.	For employees hired after 8/2/98, a monthly Plan Selection Incentive of \$150 is available for employees that waive coverage. No incentive available for employees hired after 1/1/07.
Dental	\$97.62 (effective 1/1/09)	
Life	\$1.40	\$18,000
Retirement	No County pickup of employee's share	
Retiree Medical	County contributes \$25.00/pay period into an employee's Retiree Health Savings Account	
Social Security	2009 FICA Wage Base = \$106,800 FICA = 6.2% 2009 MEDICARE Wage Base = None MEDICARE = 1.45%	Maximum annual deduction (FICA ONLY) = \$6,622.00 Maximum annual deduction (MEDICARE ONLY) = None (Since 1994)
Holidays	12.5 per year	
Sick Leave	4.6 hours biweekly (accumulated without limitation)	
SDI	2009 = 1.1%; Taxable wage limit = \$90,669; Maximum annual deduction = \$997.36	
Vacation (biweekly accrual)	Less than 3 years More than 3 years, less than 6 years More than 6 years, less than 9 years More than 9 years, less than 10 years More than 10 years, less than 11 years More than 11 years, less than 12 years More than 12 years, less than 13 years More than 13 years, less than 14 years More than 14 years, less than 15 years More than 15 years	3.1 hours 4.6 hours 5.5 hours 5.8 hours 6.2 hours 6.5 hours 6.8 hours 7.1 hours 7.4 hours 7.7 hours
ALLOWANCES/SPECIAL PAY REIMBURSEMENTS:		
Refer to Labor Agreements: http://hra.co.sacramento.ca.us/nurses.htm		
Term of Agreement	July 1, 2006 – June 30, 2011	
Next Salary Adjustment	June 21, 2009, 2 – 5% COLA based upon CPI (See agreement for individual equities)	
Last Salary Adjustment	June 22, 2008, 3.4% COLA	
Representative/ Address/Telephone	California Nurses Association Jerry Fillingim, Labor Representative 1107 9 th Street, Suite 900 Sacramento, CA 95814 Phone: 510 499-2951 Fax: 446-6319 jfillingim@calnurses.org	

Information provided in the benefit summary sheets is subject to collective bargaining and other actions of the County. Information presented in the summary sheets is current as of the date indicated in the terms of each respective labor agreement.