

**The County offers an attractive compensation and benefits package.
All benefits are subject to eligibility as outlined in the Per Diem California Nurses Association
Memorandum of Agreement.**

Benefits Overview:

May include the following:

Holiday Premium Pay

Holiday Premium Pay at the rate of time and one-half for all hours worked on 12 Holidays, including the day after Thanksgiving.

Deferred Compensation

May participate in the County's 457 Plan with no County Contribution. Contributions are in accordance with the annual IRS limits.

Health Insurance

You may elect to purchase coverage under the Ventura County Health Care Plan (VCHCP) at your own expense. Biweekly premium rates vary by age and number of individuals covered.

Bilingual Premium Pay:

Depending upon operational need and certification of skill you may receive:

\$0.69 per hour for Level I
\$1.00 per hour for level II
\$1.32 per hour for level III

Certification Pay:

\$0.813 per hour based on hours worked per week for each qualified certification up to a maximum of five (5) certifications.

Educational Incentive:

Incumbent may be eligible for an educational incentive of \$1.25 per hour for completion of a Bachelor's degree or \$1.75 per hour for a Master's degree from an accredited institution.

Standby Premium Pay:

¼ of regular hourly wage or Federal minimum wage (whichever is greater)

Evening Shift Differential: 7.5%

Night Shift Differential: 15%

Weekend Shift Differential: \$2.00 per hour

Charge Nurse Premium Pay: \$2.50 per hour

Float Nurse Premium Pay: \$2.50 per hour

