



What We Offer

The County offers an attractive compensation and benefits package. In addition to the base salary, other "cash-like" benefits may include up to a 2% match on your 401(k) contributions, the ability to "cash in" or redeem up to 80 hours of Annual Leave, and participation in the County's defined benefit (pension) plan. All benefits are subject to eligibility as outlined in the California Nurses Association Memorandum of Agreement.

Benefits Overview

May include the following:

Holidays

12 paid days per year which includes a scheduled floating holiday.

County Pension

Deferred Compensation

Eligible to participate in the County's 401(k) Shared Savings Plan and/or the Section 457 Plan. Contributions are in accordance with the annual IRS limits. This position is eligible for up to a 2% match from the County on the 401(k) contributions.

Health Plans & Flexible Spending Accounts

Medical, Dental, and Vision Plans for you and your dependents with biweekly contributions towards authorized plans and pre-tax dollars for IRS approved dependent care and health care expenses.

Flexible Credit Allowance:

Biweekly contribution towards medical, dental, and/or vision insurance from authorized plans.

Educational Incentive

Incumbent may be eligible for an educational incentive of 2.5%, 3.5%, or 5%, based on completion of an Associate's, Bachelor's, or Master's degree from an accredited institution.

Certification Pay:

\$0.813 per hour based on hours worked per week for each qualified certification up to a maximum of five (5) certifications. One of the five certifications may be paid at \$2.00 per hour for a National Certification. List provided in the MOA, Exhibit 9.

Bilingual Pay:

Depending upon operational need and certification of skill: \$0.69 per hour for level I, \$1.00 per hour for level II, and \$1.32 per hour for level III

In-House Registry Pay:

Non-overtime is 1.75 straight time base hourly rate
Overtime is 2 times base pay straight time base hourly rate

Standby Premium Pay:

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

Continuous County Service Incentive Pay:

1% for 7 years, 1.25% for 12 years and 1.5% for 17 years

Evening Shift Differential: 7.5%

Night Shift Differential: 15%

Weekend Shift Differential: \$2.00 per hour

Preceptor Pay: \$2.50 per hour

House Supervisor Pay: \$4.00 per hour

Charge Nurse Premium Pay: \$2.50 per hour

Float Nurse Premium Pay: \$3.50 per hour

