

Annual National Certification



In accordance with Section 8.22—National Certification Pay, of the Memorandum of Understanding between the Registered Nurses Professional Association and the County of Santa Clara, annual compensation of two hundred fifty dollars (\$250.00)

may be issued to a coded nurse who is certified or recertified in a clinical specialty. Each coded nurse may apply for National Certification Pay provided:

- A) The certification is clinically relevant to the nurse's area of clinical specialty and will enhance the nurse's knowledge base and skill in providing expert patient care.
- B) The certification is issued by a nationally recognized accrediting agency and applicable to current area of practice.
- C) Certification that is required by the California Board of Registered Nursing (BRN) to meet certification or recertification requirement as a Certified Registered Nurse Anesthetist (CRNA) does not qualify for National Certification pay.
- D) Certification that was used to meet the California Board of Registered Nursing credentialing requirements as a Nurse Practitioner or Clinical Nurse Specialist does not

qualify for National Certification pay.

- E) Verification of successful completion of such certification is submitted during the April submission.

If you wish to request National Certification Pay, you must attach a copy of your certification and submit the completed form to HHS-HR during the window of April 1 to April 30. Requests received after 5:00 PM April 30 will not be accepted. Request forms may be hand-carried to SCVHHS-Human Resources Office located at 2325 Enborg Lane, Room 105, or faxed to (408)885-6459. If the request is hand carried ensure that you receive a date/time stamped receipt. If the request is faxed, you are responsible for maintaining a copy of the printed fax verification sheet.

If approved, the National Certification Pay will be paid on the paycheck you receive on June 17th, 2011. Verification is conducted by the Department of Nursing, SCVMC-All applications will be reviewed. If you have eligibility questions, submit the Annual National Certification Payment Request form and a copy of the certification and it will be reviewed by the Department of Nursing.

Gallup Votes Nurses Most Trusted Profession

For the eighth consecutive year, nurses have been voted the most trusted profession in America for their honesty and ethical standards according to Gallup's annual survey of professions. Eighty-three percent of Americans believe nurses' honesty and ethical standards are either "high" or "very high."

Since being included in the Gallup poll in 1999, nurses have received the highest ranking every year except in 2001, when fire fighters received top honors. Results were based on telephone interviews with more than 1,000 adults.

What to do when you have a problem!

If you have a problem that refers to your licensure and/or certification or questions concerning scope of practice complete an Assignment Despite Objection forms. Forms should be on your unit. Nurses who have other problems or concerns should:

- a. Bring the matter up with your immediate supervisor;
- b. If the nurse is unable to resolve the question, he/she may write a memo describing the situation which shall be given to the Nurse Manager;
 - 1) The Nurse Manager shall discuss same with the nurse
 - 2) The Nurse Manager will respond in writing even if the matter is resolved.

A Look at Brown's Tax Proposals

By [Pete Carey, Mercury News](#)
Updated: 02/25/2011

Gov. Jerry Brown is challenging the state's voters to choose between further deep cuts in state spending or a five-year extension of several taxes that are expiring. The temporary tax increases are expected to generate \$12 billion in revenue to help cope with a projected \$25.4 billion 2011-2012 budget gap. Here are the answers to some questions about these tax proposals.

Q Are my taxes going to increase?

A That depends. Voters will be asked in a special election in June to approve the continuation of two taxes and a fee that were adopted in 2009 -- a personal income tax increase, a sales tax increase and a bump in the vehicle license fee.

Q What is the governor proposing for the personal income tax?

A The extension of a temporary personal income tax hike of 0.25 percentage points that ended Dec. 31.

The Franchise Tax Board hasn't calculated the 2011 tax rates without the 0.25 percentage point tax hike that has expired. For last year, with a standard deduction and before personal exemptions, a single taxpayer with a taxable income of \$60,000 will pay \$3,086 in taxes; a married couple filing jointly with a taxable income of \$100,000 will pay \$4,283. The tax extension would be retroactive to the start of 2011.

Q What will the income tax rate be this year if the voters don't approve an extension?

A: The top tax rate is now 9.3%. If voters approve extending the temporary increase, the top tax rate will be 9.55 % again.

Q What are the governor's plans for the sales tax?

A The continuation of a temporary 1 percentage point increase in the sales tax.

The basic state sales tax rate is 7.25 percent, which is what it will revert to without voter approval extending the temporary 1 percent increase. Total tax rates vary because of locally approved sale taxes. Santa Clara County's rate, including the temporary tax, is 9.25 percent, except in Campbell, where it's 9.5 percent. San Mateo County's sales tax is 9.25 percent, except in San Mateo, where it is 9.5 percent.

Q And the vehicle license fee?

A The governor wants to continue a 0.5 percentage point increase in the vehicle license fee. Until the temporary increase was approved as part of a budget compromise, the fee was 0.65 percent of your car's value. The increase would bring the fee up to 1.15 percent. That means you pay \$100 a year more on a \$20,000 vehicle.

Q When would the sales tax and vehicle fee end if voters don't agree to extend them?

A July 1.

Q What about business taxes?

A There are two measures. The first is called "single sales factor income allocation," and it's just about as complicated as that title implies. The measure is touted by some interest groups as vital to strengthen California's business competitiveness with other states. Currently, businesses can choose the lower of two tax rates, depending on their payroll, property and sales. This measure would make it so all businesses would pay the same rate.

The change would mean less of a tax break than now exists for businesses that have a large plant and equipment presence out of state but have a lot of sales in California. It is expected to raise \$468 million this year and \$942 million in 2011-12.

Another measure would end tax breaks for hiring by companies that locate in one of California's 42 enterprise zones. The zones were established by the state in 1984 to encourage business investment and jobs by providing various tax credits to companies in areas needing economic development.

San Jose's enterprise zone is a 12-square-mile section of the city that includes downtown San Jose and various neighborhoods. "If it's eliminated, we lose an important tool in keeping businesses growing in San Jose," Mayor Chuck Reed said.

Impact on taxpayers' wallets

Some examples of how much the tax extensions would cost various California households:

PROPOSED TAXES AND FEES

	INDIVIDUAL Income: \$40,000* Value of car: \$4,600 Taxed purchases: \$3,700	MARRIED COUPLE Income: \$90,000* Value of car: \$19,000 Taxed purchases: \$14,500	FAMILY OF FOUR Income: \$100,000* Value of car: \$17,000 Taxed purchases: \$16,000
Personal income tax 0.25 percent surcharge and decrease in dependent exemption credit to \$99 from about \$330	\$91	\$621	\$646
Vehicle license fee Increase of 0.5 percent of a car's value	\$23	\$95	\$85
Sales tax Increase of 1 percentage point	\$37	\$145	\$160
TOTAL If voters approve Brown's plan	\$151	\$861	\$891

*Adjusted gross income
Sources: State Franchise Tax Board, California Department of Finance, California Budget Project

What the taxes would raise in the 2011-12 fiscal year

\$3.3 billion

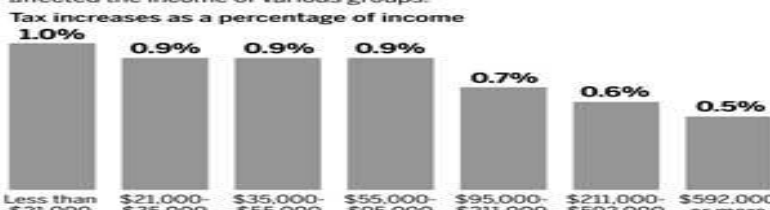
\$1.4 billion

\$4.5 billion

\$9.2 billion

Disproportionate effect on poorer taxpayers

Sales taxes, vehicle license fees, income tax surcharges and reduced dependent credits tend to be "regressive" — that is, they hurt people with lower incomes more than those with higher incomes. Here's how the temporary tax hikes enacted by the California Legislature in 2009 affected the income of various groups:



Source: Institute on Taxation and Economic Policy
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