

Benefits

Nurses

Union Code	Nurses
Representation	CNA
Contract Date	2010-2012
Health and Welfare	
Benefit Level	Full Time (61 - 80 hours)
Medical Premium Subsidy (MPS)	Employee Only \$158.70 Employee + 1 \$321.55 Employee + 2 \$440.72
Medical Opt-Out or Waive	\$40.00
Vision	Employee Only
Life - Employer Paid	\$25,000
Voluntary Life	Eligible
Voluntary AD&D	Eligible
Leaves	
Vacation	80-160 hours/year
Sick	3.39 hours/pay period
Holiday	13 + 1 floating
Perfect Attendance	Annual Gym Membership or 16 hours of Perfect Attendance Leave
Bereavement	2 days
Retirement	
Retirement County Contribution	0-2 Years of Service: 2.5% 3-4 Years of Service: 5% 5+ Years of Service: 7%
457	Eligible
Retirement Medical Trust Fund	1.0% of salary after 10 years of service 1.5% of salary after 15 years of service

Other	
Short Term Disability -General	Yes; 55% up to \$987/week
Dependent Care Assistance Plan	Eligible
Medical Expense Reimbursement Plan (Flexible Spending Account)	\$130-\$2,500/per year, Employee Contribution
Annual Tuition Reimbursement	\$700 per employee w/carryover from previous year not to exceed a balance of \$1400
Qualified Transportation Plan	Pre-tax deductions of up to \$230/month for qualified transportation (commuter) expenses

The County may give you *Benefit Plan Dollars and/or Premium Subsidies* to help off-set the cost for your medical premiums

Example #1: A Clinical Nurse Specialist (full time) elects the Health Net HMO and DeltaCare USA plans with Employee Only coverage.

- \$213.61 (combined cost of premiums)
- \$158.70 (medical premium subsidy)
- \$ 54.91 (out-of-pocket cost)**

Example #2: A Correctional Nurse I (full time) elects the Kaiser Permanente and Delta Dental PPO plans with Employee +2 or more coverage.

- \$747.56 (combined cost of premiums)
- \$440.72 (medical premium subsidy)
- \$306.84 (out-of-pocket cost)**

Example #3: A Nurse Recruiter (full time) elects the Health Net HMO and DeltaCare USA plans with Employee + 2 or more coverage.

- \$617.78 (combined cost of premiums)
- \$440.72 (medical premium subsidy)
- \$177.06 (out-of-pocket cost)**

Example #4: An Occupational Health Nurse (full time) elects the Kaiser Permanente and Delta Dental PPO plans with Employee +1.

- \$455.60 (combined cost of premiums)
- \$321.55 (medical premium subsidy)
- \$198.77 (out-of-pocket cost)**