

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	Eligible;55% up to \$1,011/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 \$125/month for qualified transportation (commuter) expenses

The County provides a Medical Premium Subsidy to help off-set the cost of your medical premium.

Example #1: A Clinical Nurse Specialist (full time) elects the Blue Shield Signature HMO and Cigna Dental Care HMO plans with Employee Only coverage.

\$211.55 (combined cost of premiums)
 - \$158.70 (medical premium subsidy)
\$ 52.85 (out-of-pocket cost)

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

\$787.84 (combined cost of premiums)
 - \$440.72 (medical premium subsidy)
\$347.12 (out-of-pocket cost)

Example #3: A Nurse Recruiter (full time) elects the Blue Shield Signature HMO and Cigna Dental Care HMO plans with Employee + 2 or more coverage.

\$588.48 (combined cost of premiums)
 - \$440.72 (medical premium subsidy)
\$147.76 (out-of-pocket cost)

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

\$548.51 (combined cost of premiums)
 - \$321.55 (medical premium subsidy)
\$226.96 (out-of-pocket cost)

Updated May 2012 for the 2012-13 plan year