

# Benefits

## Nurses

<b>Union Code</b>	Nurses						
<b>Representation</b>	CNA						
<b>Contract Date</b>	2012-2014 *						
<b>Health and Welfare</b>							
<b>Benefit Level</b>	Full Time (61 - 80 hours)						
<b>Medical Premium Subsidy (MPS)</b>	<table> <tr> <td>Employee Only</td> <td>\$158.70</td> </tr> <tr> <td>Employee + 1</td> <td>\$321.55</td> </tr> <tr> <td>Employee + 2</td> <td>\$440.72</td> </tr> </table>	Employee Only	\$158.70	Employee + 1	\$321.55	Employee + 2	\$440.72
Employee Only	\$158.70						
Employee + 1	\$321.55						
Employee + 2	\$440.72						
<b>Medical Opt-Out or Waive</b>	\$40.00						
<b>Vision</b>	Employee Only coverage paid for by the County Option to purchase dependent coverage						
<b>Life Insurance- Employer Paid</b>	\$25,000						
<b>Voluntary Life</b>	\$10K - \$700K						
<b>Voluntary AD&amp;D</b>	\$10K - \$250K						
<b>Leave Provisions</b>							
<b>Vacation</b>	80-160 hours/year						
<b>Sick</b>	3.39 hours/pay period						
<b>Bereavement</b>	2 days						
<b>Holiday</b>	13 + 1 floating						
<b>Perfect Attendance</b>	Annual Gym Membership or 16 hours of Perfect Attendance Leave						
<b>Retirement – County Contribution</b>							
<b>Tier I</b> (Hired prior to 1/1/2013, reciprocity provision may apply) <b>2.0% at age 55</b>	No County Contribution						
<b>Tier II</b> (Hired on or after 1/1/2013) <b>2.5% at age 67</b>	No County Contribution						
<b>Retirement - Other</b>							
<b>457(b)</b>	Eligible to enroll at any time						

<b>Retirement Medical Trust Fund</b>	After 10 years of Regular continuous service, eligible to convert sick leave to Cash Value Formula <u>County Contribution, based on years of service:</u> 10-14 years = 1% of bi-weekly base salary 15+ years = 1.5% of bi-weekly base salary
<b>Other</b>	
<b>Annual Tuition Reimbursement</b>	\$700 per employee w/carryover from previous year not to exceed a balance of \$1,400
<b>Dependent Care Assistance Plan</b>	Eligible
<b>Medical Expense Reimbursement Plan (Flexible Spending Account)</b>	\$5-\$96.15/per Pay Period, Employee Contribution
<b>Qualified Transportation Plan</b>	Pre-tax deductions of up to \$245/month for qualified transportation (commuter) expenses
<b>Short Term Disability – General</b>	55% up to \$1,067/week (eff 1/12/13)

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

**Example #1:** A Clinical Nurse Specialist elects 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 elects 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 elects 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)**

*\*Revised February 2013*