

Benefits

Supervisory Nurses

Union Code	Supervisory Nurses
Representation	SBPEA
Contract Date	2008-2011
Health and Welfare	
Medical Premium Subsidy (MPS)	Effective date July 18, 2009 Employee Only \$161.88 Employee + 1 \$346.00 Employee + 2 \$474.13
Dental Premium Subsidy (DPS)	Up To \$9.46
Medical Opt-Out	\$40.00
Medical Waive	\$40.00
Vision	Employee Only
Psychological	Access through your health care provider
Life Insurance- Employer Paid	\$35,000
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 hrs of Perfect Attendance Leave
Bereavement	2 days (3 if traveling more than 1,000 miles)
Administrative Leave	40 hours (cash-out option)
Annual Leave	40 hours (cash-out option)

Retirement	
Retirement County Contribution	0-2 Years of Service: 2.5% 3-4 Years of Service: 5% 5+ Years of Service or Hired Before June 7, 2007: 7%
457	Eligible
Other	
Short Term Disability -General	Yes; 55% up to \$959/week
Dependent Care Assistance Plan	Eligible
Medical Expense Reimbursement Plan (Flexible Spending Account)	\$5 - \$75/pp, Employee Contribution
Retirement Medical Trust Fund	Eligible
Annual Tuition Reimbursement	\$700 per employee, with carryover from previous year not to exceed \$1,400
Qualified Transportation Plan	Pre-tax deductions of up to \$120/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 Nurse Manager (full time) elects the Health Net HMO and DeltaCare USA plans with Employee Only coverage.

- \$179.49 (combined cost of premiums)
- \$161.88 (medical premium subsidy)
- \$ 8.18 (dental premium subsidy)
- \$ 9.43 (out-of-pocket cost)**

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

- \$611.75 (combined cost of premiums)
- \$474.13 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$128.16 (out-of-pocket cost)**

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

- \$518.23 (combined cost of premiums)
- \$474.13 (medical premium subsidy)
- \$ 9.46 (dental premium subsidy)
- \$34.64 (out-of-pocket cost)**