Healthy MONROE COUNTY HEALTH DEPARTMENT

# Full Time Public Health Nurse Benefits

**RETIREMENT BENEFITS -** Vested after 8 years of service (60/8). Final average compensation based on best three (3) consecutive years of last ten (10). Retirement multiplier 1.5% and contribute three (3%) percent of all earnings to the Retirement System.

**VACATION TIME:** After (6) qualified calendar months the employee is eligible for one(1) week of vacation credit. The employee will then earn vacation hours as follows:

| From: | To: | Earned Monthly Vac. Time: |
|---|---|---|
| 7 qualified calendar month— | 18 qualified calendar month | 5.5 hrs. per calendar mo. |
| 19 qualified calendar month— | 60 qualified calendar month | 7.0 hrs. per calendar mo. |
| 61 qualified calendar month— | 84 qualified calendar month | 8.5 hrs. per calendar mo. |
| 85 qualified calendar month— | Over | 10.0 hrs. per calendar mo. |

**PERSONAL LEAVE:** After one year the employee is credited two (2) personal leave days each calendar year.

**SICK LEAVE:** After (3) qualified calendar months the employee is eligible for (6) sick days per calendar year.

**HOLIDAY PAY:** 12.5 Days of paid Holidays which include: New Year's Day, Martin Luther King's Birthday, President's Day, Good Friday (1/2 Day), Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve.

**DEFERRED COMPENSATION –** Option to participate in a 457 tax sheltered annuity program through payroll deduction.

**LIFE INSURANCE BENEFITS –** Effective on the 91st calendar day of employment. $30,000

**HEALTH INSURANCE BENEFITS -** Regular, full-time employee may elect coverage for himself/herself and his/her eligible dependents under one of the following health insurance plans:
1. Blue Cross/Blue Shield of Michigan Flexible Blue & RX with HSA
2. Blue Cross/Blue Shield of Michigan Community Blue PPO Option 3 Plan
3. Blue Cross/Blue Shield of Michigan Community Blue PPO Option 6 Plan

**DENTAL -** Effective on the 91st calendar day of employment (100%/75%/50% coverage) $1,000 limit per year/per person,

**OPTICAL -** Effective on the 91st calendar day of employment (eye exam/lenses every 12 months, frames every 24 months)

**FLEXIBLE SPENDING ACCOUNT –** Option to participate in Un-Reimbursed Medical or Dependent Care with AFLAC through payroll deduction.

**MONROE YMCA:** reduced membership fee.