



## **EMPLOYEE BENEFITS SUMMARY**

### **HEALTH INSURANCE**

Full and part time employees (.60 FTE and above) are eligible to participate in the health insurance program as of the first day of the month following the month in which hired. Two plans are available:

1) ActiveUnivera High Deductible Health Plan with a Health Reimbursement Account (HRA). The county will contribute on an annual basis an amount equal to the plan deductible to the HRA. Any unused amounts in the HRA at the end of the each plan year shall be forfeited. Part time employees are funded a partial amount of the deductible equal to the percentage of their FTE (e.g. a .60 FTE employee receives 60% of the deductible funded by the county, and are responsible for 40% out of pocket).

2) Univera PPO. Out-of-pocket copayments are required for certain services under the PPO plan. There is no deductible under this policy.

An employee who is eligible for health insurance and does not participate is eligible for a repudiation payment. Repudiation amounts are \$750 for Single coverage and \$1,000 for Family coverage. Proof of other insurance is required. The repudiation period is February 1 to January 31. Repudiation will be paid in the first paycheck of February.

### **DENTAL INSURANCE**

Employees are eligible to participate in the current Univera Dental Insurance Plan. Two plans are available; a High Option or a Low Option. The employee will pay the total premium and it will be deducted over 26 pay periods per year on a pre-tax basis.

### **NYS RETIREMENT**

The County offers retirement benefits in accordance with the requirements of the New York State Retirement System. For more information about the Defined Benefit Plan Tier 6 go to their website at <http://www.osc.state.ny.us/retire>.

### **DEFERRED COMPENSATION PLAN 457**

Employees are eligible to participate in the voluntary supplemental retirement savings plan at any time. This program allows employees to save and invest a portion of their earnings toward retirement. Pre-tax contributions are automatically deducted from each pay check and deposited to your account.

### **WORKERS COMPENSATION**

Workers compensation insurance covers lost wages and medical care payments for employees injured on-the-job. These benefits are based on New York State Workers' Compensation Law.

### **DISABILITY INSURANCE**

Full and part time employees are covered under NYS Disability Insurance when disabled by an injury/illness sustained off the job. The benefit rate is 50% of the employee's average gross wages for the last eight weeks up to a maximum benefit of \$170 per week. Employees must be out of work eight (8) consecutive days to be eligible for benefits. The first week (seven days) is an unpaid waiting period. The maximum benefit is payable up to 26 weeks in a 52-week period. \$1.20 is deducted each pay period toward the disability insurance premium.

**VACATION**

Full time employees accrue ten (10) vacation days, over 26 biweekly pay periods per anniversary year. Eligibility to use accrued vacation is upon completion of 12 months of continuous service. A maximum of 375 hours may be accrued at any time. After 10 years of continuous service in the bargaining unit position, five (5) additional days of vacation will be accrued each year and the maximum accrual will be 412.5 hours. After 15 years of continuous service in the bargaining unit, five (5) more days of vacation will be accrued each year and the maximum will be 450 hours.

**PERSONAL DAYS**

Full time employees earn two (2) personal days per anniversary year. New employees with less than one (1) year of service shall receive one (1) personal day on their hire date and a second personal day after six (6) months of continuous service. Personal days must be used within the anniversary year or they will be forfeited. After eight (8) years of employment, three (3) personal days will be granted each anniversary year. After twelve (12) years of employment, 4 personal days will be granted each anniversary year.

**SICK DAYS**

Full-time employees on the active payroll working or on paid leave (excluding Disability and Workers' Compensation) accrue sick time, biweekly, based on ten (10) days per anniversary year. A maximum of 210 days may be accrued at any time.

**HOLIDAYS**

Ten paid holidays are granted per calendar year and available immediately upon employment. The following holidays shall be observed as paid holidays:

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|---------------------|---|
| 1. New Years Day    | 6. Labor Day                                    |
| 2. President's Day  | 7. Columbus Day                                 |
| 3. Memorial Day     | 8. Thanksgiving Day                             |
| 4. Veteran's Day    | 9. Christmas Day                                |
| 5. Independence Day | 10. Floating Holiday (granted Jan.1st annually) |

Saturday holidays will be celebrated on the preceding Friday. Sunday holidays will be celebrated the following Monday.

**PART TIME EMPLOYEES PAID TIME OFF (vacation, personal, sick and holidays) are pro-rated based upon their budgeted FTE.**

**LONGEVITY PAY**

Full time and part time employees (>=.6 FTE) upon completion of ten years of service are eligible for longevity pay according to the schedule below.

- Ten Years - \$270
- Fifteen Years - \$360
- Twenty Years - \$480
- Twenty-five Years - \$540
- Thirty Years - \$720

**SHIFT DIFFERENTIAL**

\$.85 per hour for 3 PM to 11 PM shift and non-acute RNs and LPNs working 11 PM to 7 AM shift.

\$1.50 per hour for Acute RNs and LPNs working 11 PM to 7 AM shift.

**ON-CALL PAY**

For staff in the Laboratory, Radiology, Acute Nursing Departments, Endoscopy, Respiratory Therapy and Information Systems.

Weekday On-call rate is \$1.40 per hour

Weekends and Holidays is \$1.75 per hour.