

FAIR ACRES GERIATRIC CENTER
WAGE AND BENEFIT OVERVIEW FOR LICENSED REGISTERED NURSES
and
LICENSED PRACTICAL NURSES

MEDICAL/HOSPITALIZATION

A choice between two health insurance providers; a traditional "Fee for Service" hospitalization plan or HMO, Keystone East.

RETIREMENT PLAN

Employee participatory plan (7%), vested after 5 years.

LIFE INSURANCE

Life insurance and accidental death and dismemberment program, equal to one times your annual salary.

VACATION

Vacation is earned:

- a. One through five years = 10 days
- b. Six through fourteen years = 15 days
- c. Fifteen through nineteen years = 20 days
- d. Twenty years or more = 25 days

Vacation is paid at the base rate.

SICK DAYS

Earned at a rate of one day per month up to a 30-day bank.

SHORT-TERM/LONG-TERM DISABILITY

As part of your income protection program, a short and long-term disability program is provided.

HOLIDAYS

Each year a Nursing Professional earns 16 paid holidays. You will be scheduled off for three major holidays divided according to an A-B list. Employee may choose to work on the holiday at a premium rate with no other day off.

***PREMIUM RATE IS FOR THE FIRST 8 HOURS OF THE ACTUAL HOLIDAY HOURS WORKED.**

Employee may choose to take the holiday off within thirty (30) days before or after the holiday. (Paid at base rate). Once an employee chooses this option, they must use this holiday within the time constraints or the holiday is forfeited.

***Scheduling MUST be notified of option chosen.**

TUITION ASSISTANCE

Education expenses are available after one-year anniversary, with a maximum of \$2000.00 per calendar year. Courses must be pre-approved by Department Head. Expenses are reimbursed on completion of course with a grade of "C" or better.

[PHEAA- Member of the Student Loan Forgiveness Program Agreement](#)

MALPRACTICE INSURANCE

You will be covered by the county's malpractice insurance within the scope of your employment duties at Fair Acres.

SALARY RATES

Hourly rates for Professional Staff at Fair Acres are based on experience, and will be discussed upon employment interview.

DIFFERENTIALS

Shift Differential: \$2.50/hr for hours worked between 3:00 p.m. and 7:00 a.m.

Weekend Differential: \$1.60/hr. for hours worked between a.m. on Saturday and a.m. on Monday.

Overtime: All overtime is paid based on the base rate and MUST be approved by Supervisor.

PER DIEM POOL

Per Diem rates:

RN's - \$25.50

LPN's - \$21.50

PER DIEM DIFFERENTIALS

Shift Differential: \$2.50 per hour.

Weekend Differential: \$1.60 per hour.

These premiums will be periodically reviewed for continuance by Administration depending on 3-11 staffing.

There are weekend and holiday requirements for all pool positions.