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**RN SALARY** **and BONUS PROGRAM**

(eff.7/1/15 – 6/30/16) – Salaries are based upon experience)

 Registered Nurse $28.90/hr

 *(0-11 mo experience)*

 Registered Nurse - Level C,B inc $28.94/hr - $45.06/hr

 *(RN with 12+ months of experience)*

 Educ. Nurse Coord./Flight Nurse $29.94/hr - $47.50/hr

 Clinical Nurse Specialist $34.94/hr - $53.83/hr

**RN SHIFT DIFFERENTIAL and BONUS PROGRAM**

 EVENING: $1.00/hr NIGHT: $1.25**/**hr

 Straight Evening Shift/Full-time: $200/quarter Straight Night Shift/Full-time: $300/quarter

 plus $1500/annual plus $2000/annual

Bonuses are pro-rated for part-time employees.

# LPN SALARY and BONUS PROGRAM

The salary range for LPNs is $18.00 to $25.92 per hour, based on experience. Shift differential for evenings and nights is $1.00/hr. In addition, the following bonuses apply for full-time:

 EVENING: $100/quarter plus $1000/annual NIGHT: $200/quarter plus $1600/annual

Bonuses are pro-rated for part time employees.

**RN PAID TIME OFF**

Full-time RN employees in classifications of Professional Development Framework for Nurses Level A through E accrue PTO time as follows:

 Seniority Hourly Rate of Accrual/Month LPN PTO Accrual/Month

 0-1.9 yrs 13.33 hrs 0-5 yrs 13.33 hrs

 2-4.9 yrs 15.33 hrs 5-10 yrs 17.33 hrs

 5-9.9 yrs 19.33 hrs over 10 yrs 21.33 hrs

 over 10 yrs 23.33 hrs

**OFFICIAL UMHS HOLIDAYS**

There are seven holidays: Christmas Day, New Year’s Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, and the day after Thanksgiving.

**Christmas shift is paid at 3 time’s base salary.**

**HEALTH INSURANCE**

An employee hired into a regular position with an appointment of at least 20 hours per week is eligible for full health insurance, vision & dental benefits on the first day of employment. Retirement health benefits are available depending on years of service.

# TUITION REIMBURSEMENT

After six months of satisfactory employment, RNs are eligible to apply for tuition reimbursement for job related education courses. (Ph.D. course work is not reimbursed) Full time employees are eligible for 75% of the cost of in-state tuition/registration fees for University of Michigan classes; reimbursement applies for up to 4 credit hours/term.

For non-UM classes, full-time employees are eligible for the lesser of 75% of the cost of in-state tuition/registration fees or $5733 per academic year (8/1/15 -7/31/16).

Part-time employees working at least 20 hours/week may receive tuition reimbursement proportional to their appointment fraction.

**RETIREMENT PLAN – Tax Deferred Annuity**

If the employee contributes 4.5% of his/her salary to the retirement annuity plan, UM contributes an additional 9% of the salary. Choices of retirement annuity plan options will be presented during orientation. The annuity accrued belongs to the employee and is theirs if they leave U of M or relocate. Employees must complete 12 months of consecutive employment before they are eligible for the 9% university contribution.

**WORK/LIFE RESOURCE CENTER & MHEALTHY**

[**www.umich.edu/~hraa/worklife**](http://www.umich.edu/~hraa/worklife)

The Work/Life Resource Center offers resources for child care, elder/dependent care and any other assistance an employee may need in maintaining a healthy balance between work and personal responsibilities.

MHealthy is a university-wide effort to support your health and well-being. This multi-faceted program provides resources specifically designed to help you achieve a safer, healthy, more satisfying work and personal life. For more information, go to [www.mhealthy.umich.edu](http://www.mhealthy.umich.edu)

**ORIENTATION**

Orientation begins with a 5-day central nurse specialized program followed by special classes for the following areas: Adult Medical Surgical, Adult Critical Care, Pediatric Critical Care and General Critical Care. The intensive care units and step down units combine their individualized orientations with a comprehensive centralized Critical Care Orientation program. Unit based orientation is a preceptor experience that focuses on the unique needs of each staff member.

**PROBATIONARY PERIOD**

RNs are on probation for the first six months of employment. RN’s are expected to remain on hiring unit for a one (1) year commitment before transferring to another unit. (for a total of eighteen (18) months for the Graduate Nurse)

**PARKING PERMIT**

[**http://www.pts.umich.edu/parking/faculty-staff.php**](http://www.pts.umich.edu/parking/faculty-staff.php)

Each employee is eligible to purchase a parking permit on the first day of employment. In order to purchase a permit, new employees should bring their driver’s license plus cash or check to purchase their permit.

Vanpool information is available at this web site: **(www.pts.umich.edu/fleet/vanpool.html)**

**LICENSURE REQUIREMENTS**

[**www.michigan.gov/bhser**](http://www.michigan.gov/bhser)

Upon employment, each RN applicant must have a license to practice in the State of Michigan.

Graduate nurses awaiting state board results and licensure will be able to practice as Graduate Nurses, with limitation guidelines for practice under the supervision of a RN.

**HOURS OF WORK**

Work shifts vary according to unit need and may include 8hr, 10hr, 12hr and 8/12 hour combinations.

**DESIGNATED UNIT FLOAT**

Effective June 24, 2013, all new employees will be expected to float to a designated unit(s) in times of low census.

**REPRESENTATION**

The 2016 monthly dues rate for RNs, covered by the collective bargaining agreement between the University of Michigan and the Professional Nurse Council of the Michigan Nurses Association, is $57.25/month.

For more information or questions regarding union membership, please visit [www.umpnc.org](http://www.umpnc.org).

**Contact Nursing Recruitment and Retention with questions**:

UMHS Nursing web site: [www.umnursing.org](http://www.umnursing.org) • Nurse Recruitment Office: 734-936-5183

Nurse Recruitment Email: NurseRecruit\_UMHS@med.umich.edu

Benefit Web site: [www.umich.edu/~benefits](http://www.umich.edu/~benefits) or 1-866-647-7657