

**ST. MARY'S MEDICAL CENTER**  
**Employee BENEFITS**  
**(Full-time Exempt)**

**Core Benefits**  
**(Benefits paid for entirely by St. Mary's Medical Center)**

- Term Life Insurance equal to twice annual salary.
- Automatic contributions to the Retirement Savings Plan after working 1000 hours in a calendar year, and 500 hours per calendar year thereafter. Vested after five years at 1000 hours per year.
- Long-Term Disability (LTD) benefits equal to 60% of monthly salary, to begin on the 91<sup>st</sup> day of disability. Monthly salary equals 1/12 of base annual salary in the previous calendar year. Maximum monthly benefit \$25,000.
- Business/Accident Travel Insurance in the amount of \$300,000.

**Optional Benefits**  
**(Paid for through Flex Dollars and pre-tax payroll deductions.)**

- Choice of (2) health insurance plans for coverage for Employees and eligible dependents.
- Choice of two (2) dental insurance plans for coverage for Employees and eligible dependents.
- Vision insurance coverage for Employee and eligible dependents.
- Accidental death and dismemberment insurance up to \$1,000,000; family coverage option.
- Option to purchase an additional 10% Long-Term Disability coverage.

**Other Benefits**

- Extended Illness bank of 40 hours upon employment (accrued 2.46 hrs per pay period up to 520 hours)
- PTO (Exempt) prorated on FTE status and years of service. (168 or 208 hours annually)
- Seven (7) paid holidays
- 24 hours paid bereavement leave for death in the immediate family
- Opportunity to purchase additional life insurance through payroll deduction with a family coverage option.
- Dependent Care and Health Care spending accounts available through voluntary pre-tax deductions.
- Miscellaneous other benefits, including discounts on pharmacy/prescriptions, uniforms, café, and Health Matters Fitness Center membership.
- Voluntary participation in the 403(b) Retirement Savings Plan. Retirement Savings Plan contributions up to the first 4% of salary are eligible for a \$.50 match for each \$1.00 of savings plan contributions, beginning immediately upon contributing while at an FTE status of .5 or above. Match is immediately 100% vested.
- Tuition Assistance

|                                   |                               |
|-----------------------------------|-------------------------------|
| Undergrad Program upon employment | 3,000 maximum per fiscal year |
| Master's Program upon employment  | 3,600 maximum per fiscal year |