

ST. MARY'S MEDICAL CENTER
EMPLOYEE BENEFITS
(Part Time/Non Exempt)
.5 - .7 FTE

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.
- 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.
- Vision insurance coverage for Employee and eligible dependents.
- Accidental death and dismemberment insurance up to \$1,000,000; family coverage option.

Other Benefits

- Overtime paid at one and one-half times their regular rate of pay for hours worked according to policy
- Differentials – Shift (1500 – 0700) when ½ the shift is worked during this time and Weekend (1500 Friday – 1930 Sunday) when a minimum of 4 hours in this period.
- On call pay is available for designated positions and departments.
- PTO accrued based on hours worked and years of service.
- Those working a holiday will be paid one and one-half times their regular rate of pay.
- 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.
- Dependent Care and Health Care spending accounts available through voluntary pre-tax deductions.
- Long term care insurance available.
- FMLA, educational, emergency, and military leaves of absence maintain an Employee's seniority.
- Daycare offered at both campuses
- Miscellaneous other benefits, including discounts on pharmacy/prescriptions, uniforms, café, and Health Matters Fitness Center membership.

Tuition Assistance (prorated based on FTE status)

- Available for Employees seeking growth at an accredited college or post-secondary institution.

Undergrad Program upon employment	1,500 – 2,100 maximum per fiscal year
Master's Program upon employment	1,800 – 2,520 maximum per fiscal year

Continuing Education

- Educational meetings and inservices are recognized as a necessary component of ongoing staff education and development.