

**ST. MARY'S MEDICAL CENTER
EMPLOYEE BENEFITS
(Full Time/Non 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 50% of monthly salary, to begin on the 91st 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.
- Healthy Lives is St. Mary's employee wellness program! As a healthcare ministry, we understand the importance of a healthy lifestyle and the effects that proper self-care can have on improving quality of life. It's why we are devoted to providing our employees and their families with wellness resources so they can set a healthy example for our community. Healthy Lives includes an annual screening that is required for employees (and spouses) who participate in the medical insurance benefit.

Optional Benefits

(Paid for through Flex Dollars and pre-tax payroll deductions)

- Choice of (2) health insurance plans for coverage for Employee 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 10 times annual salary; family coverage option.
- Option to purchase an additional 10% Long-Term Disability coverage

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.
- Extended Illness bank hours accrue at 2.46 hrs per pay period up to 400 hours.
- PTO earned by calendar year based on hours worked and years of service.
- Seven (7) paid holidays, those working a holiday will be paid one and one-half times their regular rate of pay; holidays are added into PTO bank to use as needed
- 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.
- Opportunity to purchase additional life insurance through payroll deduction with a family coverage option.
- FMLA, educational, emergency, and military leaves of absence maintain a Employee's seniority.

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Continued**

- Daycare offered through LaPetite Academy on St. Mary's Medical Center campus.
- Miscellaneous other benefits, including discounts on pharmacy/prescriptions, uniforms, café, and Health Matters Fitness Center membership.

Tuition Assistance

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

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

Continuing Education

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