



ST. MARY'S

2012 Employee Benefits

(Part Time/Casual) .1 - .4 FTE

Core Benefits paid for entirely by St. Mary's

stmarys.org/humanresources

- Employer Automatic Contributions (EAC) are automatically contributed to the Retirement Savings Program (401(a)) for employees who work 1000 hours in one calendar year. EAC monies are vested after five years of working 1000.
- Business/Accident Travel Insurance in the amount of \$300,000.

Other Benefits

- Overtime paid at one and one-half times 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 worked a minimum of 4 hours in this period.
- Paid Time Off (PTO) accrued based on hours paid and years of service.
- Those working a holiday will be paid one and one-half times regular rate of pay.
- Retirement Savings Plan (403(b)) - Employees are eligible to contribute monies pre-tax at start of employment.
- FMLA, educational, emergency, and military leaves of absence dependent upon Employee's seniority & according to policy.
- Daycare offered at La Petite Academy on St. Mary's Medical Center Campus.
- Miscellaneous other benefits, including discounts on Pharmacy/prescriptions at St. Mary's Apothecary, uniforms at St. Mary's DME, café, and Healthy Lives Fitness Center membership.