



2012 Employee Benefits (Full Time/Exempt) .8-1.0

Core Benefits paid for entirely by St. Mary's

- Term Life Insurance coverage two times your annual salary.
- 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.
- Short Term Disability (STD) benefits equal to 60% of your base pay, to begin on the 8th calendar day while you are on an approved medical leave up to 90 days.
- Long-Term Disability (LTD) benefits equal to 60% of monthly salary, to begin on the 91st day of disability. Maximum monthly benefit \$25,000.
- Business/Accident Travel Insurance in the amount of \$300,000.
- Healthy Lives, an employee wellness program, includes an annual screening that is required for employees (and spouses) who participate in the medical insurance benefit. 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 is why we are devoted to providing our employees and their families with wellness resources so they can set a healthy example for our community.

Optional Benefits Portion paid for by St. Mary's and/or pre-tax payroll deductions

- Choice of two health insurance plans to cover Employee and eligible dependents. A health insurance subsidy is available for those who qualify based on household income and number of dependents.
- Choice of two dental insurance plans to cover Employee and eligible dependents.
- Vision insurance coverage for Employee and eligible dependents.
- Accidental Death and Dismemberment insurance (AD&D) up to ten time's annual salary; employee and family coverage option.
- Option to purchase an additional 10% Short Term Disability and Long Term Disability coverage.

Other Benefits

- Paid Time Off (PTE - Exempt) prorated portion granted upon employment based on FTE status and years of service. (0-2 yrs. - 168 hours, > 2 yrs. 208 hours)
- Seven paid holidays. The holiday will be added to your Holiday bank the pay period in which it occurs after thirty days of employment.
- Retirement Savings Plan (403(b)) - Employees are eligible to contribute monies pre-tax at start of employment.
- Match Savings Program (401(a)) - Retirement Savings Plan contributions for those in a .5 or greater position are matched \$.50 for each \$1.00 contributed up to 4% of their eligible earnings. The match and contributions are immediately 100% vested.
- Dependent Care and Health Care Flexible Spending Accounts (FSA) available through voluntary pre-tax deductions.
- Long Term Care insurance available.
- Hyatt Legal plan- Employee and family access to affordable legal services.
- Additional voluntary benefits are available - Critical Illness Insurance, Whole Life, Pet Insurance, Home and Auto Insurance.
- Supplemental Life Insurance - Opportunity to purchase additional coverage through payroll deduction with dependent coverage options.
- FMLA, educational, emergency, and military leaves of absence maintain an Employee's seniority.
- Daycare offered through LaPetite 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.
- Tuition Assistance: Available for qualified Employees seeking growth at an accredited college or post-secondary institution.

Undergraduate Program upon employment - pro-rated	3,000 maximum per fiscal year
Master's Program upon employment - pro-rated	3,600 maximum per fiscal year