



2012 Employee Benefits (Part Time) .5 - .7 FTE

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.
- 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 by St. Mary's and/or pre-tax payroll deductions

- Choice of two health insurance plans to cover Employee and eligible dependents.
- Vision insurance coverage for Employee and eligible dependents.
- Short Term Disability insurance available option to purchase - 60% or 70% coverage.
- Accidental Death and Dismemberment insurance (AD&D) up to ten time's annual salary; employee and family coverage option.

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 their regular rate of pay.
- 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 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.
- Tuition Assistance (prorated based on FTE status): Available for qualified 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