

Employee Benefit	Full Time (32-40 hrs/wk)	Part Time (up to 31 hrs/wk)	PRN (working as-needed schedule)
<b>Medical Insurance</b> \$60 per month; additional cost for family members	X		
<b>Dental Insurance</b> St. Mary's pays 100% for employee; additional cost for family members.	X		
<b>Long-Term Disability Income Protection</b> St. Mary's pays 100% of the premium.	X		
<b>Life Insurance</b> St. Mary's pays 100% of the premium.	X		
<b>Flexible Spending Accounts</b> Medical up to \$1,500; dependent care up to \$2,500.	X		
<b>403(b) Retirement Plan Match</b> After 1 year of employment, St. Mary's will match your contribution at \$0.50 on each dollar you contribute, up to 4% of your pay.	X	X	X
<b>St. Mary's Funded Defined Benefit Plan</b> You are fully vested in the plan after 5 years of employment.	X		
<b>Accrued Time Off</b> Includes sick time, vacation and 7 paid holidays.	X		
<b>Bereavement Leave</b> Up to 3 days paid.	X	X	
<b>Tuition Reimbursement</b> Up to \$1,000 per year; pro-rated for part time.	X	X	
<b>Direct Care Shift Differential Pay</b>	X	X	X
<b>Uniform Allowance</b> \$0.25 per hour (\$520 pre-tax benefit for FT position); available for most positions.	X	X	X
<b>Employee Assistance Program</b> Free to all employees and their household.	X	X	X
<b>Employee Referral Bonus</b> \$100 to \$1,000 based on position filled and length of service of the referral.	X	X	X
<b>\$4,000 Sign-On Bonus for RNs and LPNs</b>	X	X	
<b>Additional Training, Conferences and Seminars</b> Scheduled based on organizational need.	X	X	
<b>VOLUNTARY BENEFITS:</b>			
<b>EYEMED Vision Correction Plan</b> Pre-tax monthly cost from \$5.44 for employee, up to \$15.96 for family.	X	X	X
<b>Legal Resources</b> Prepaid legal services for \$19 per month.	X	X	X
<b>Unum Insurance</b> For a) critical illness, b) accident insurance, c) short-term disability.	X		
<b>Lincoln Supplemental Life Insurance</b> Individually priced based on gender, age and salary.	X		

\*30 hours accrue all benefits with the exception of accrued time off.

Note: Each benefit has specific eligibility requirements. Contact the Human Resources Department with questions concerning benefits or employment.

Revised January 11, 2019.