



Employee Benefits

	Full Time (30-40 hrs/wk)	Part Time (up to 29 hrs/wk)	PRN/ Per Diem
Medical Insurance: Sentara	X		
Delta Dental Insurance: St. Mary's pays 100% for employee; additional cost for family members.	X		
Long-Term Disability Income Protection: St. Mary's pays 100% of the premium.	X		
Life Insurance- Group Plan: 1X salary up to \$50,000	X		
Flexible Spending Accounts: Medical up to \$2,000; dependent care up to \$5,000.	X		
403(b) Retirement Plan: After 1 year of employment, St. Mary's will match your contribution at \$0.50 on each dollar you contribute, up to 4%	X	X	X
St. Mary's Funded Defined Benefit Plan: You are fully vested in the plan after 5 years of employment.	X		
Accrued Time Off: Includes sick time, vacation and 7 paid holidays.	X		
Bereavement Leave: Up to 3 days paid.	X	X	
Tuition Reimbursement: Full-time: up to \$3,000 per year; Part-time: up to \$1,500 per year.	X	X	
Direct Care Shift Differential Pay	X	X	X
Uniform Allowance: \$0.25 per hour. Pre-taxed benefit available for most positions.	X	X	X
Employee Assistance Program: Free to all employees and their household.	X	X	X
Employee Referral Bonus: \$500 to \$1,000 based on position filled and length of service of the referral.	X	X	X
\$10,000 Sign-On Bonus for RNs and LPNs	X	X	
Additional Training, Conferences and Seminars Scheduled based on organizational need.	X	X	
VOLUNTARY BENEFITS: Based on 30 or more hours per week			
EYEMED Vision Correction Plan	X		
Short-term Disability	X		
Critical Illness	X		

Note: Some benefits have specific eligibility requirements. Contact the Human Resources Department with questions concerning benefits or employment.

Revised: August 2025