

**St. Mark's Medical Center provides a *Comprehensive and Competitive* benefit plan which includes the following:**

**Competitive Salary / Wage**

- Shift Differentials / Call-Pay / Call-Back Pay, etc.

**Employee Health Benefits**

- Medical coverage is available to Full-time and Part-time employees and their eligible dependents at a nominal cost.
- Coverage begins the first day of the month following date of hire.

**Prescription Benefits**

- Prescriptions starting as low as \$10.00 per month for a 30-day supply (Generic)
- Mail Order (90-day supply) available

**Dental and Vision**

- Dental and Vision coverage is available to Full-time and Part-time employees and their eligible dependents at a nominal cost.
- Coverage begins the first day of the month following date of hire.

**Flexible Spending Accounts**

- Pre-tax benefits, (i.e. payroll deductions for daycare, dependent care, orthodontia, out-of-pocket / deductibles / co-pays for major medical expenses) are available to Full-time employees.

**Basic Life & AD&D**

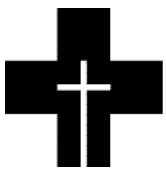
- Group term life coverage available, at no cost, to all Full-time and Part-time employees, for up to one (1) times their annual salary, to a maximum of \$200,000.
- AD&D policy amount equals the life policy.

**Supplemental Insurance Policies**

- Eligible employees may purchase, through payroll deduction, additional insurance policies (Employee & Dependent Life, Critical Illness, Accident & Disability, etc.) through supplemental carriers.

**Paid Time Off (PTO)**

- PTO is based on the number of hours worked
  - Full-time (36-40 hour per week) staff members will earn approximately 168 PTO hours (21 days) annually
  - Part-time (16 – 36 hours per week) will earn 80% of the Full-time rate
  - Accrual rates increase based on years of service



### **Bereavement**

- Up to five (5) calendar days of paid leave, for Full-time employees, due to the death of an immediate family member as defined in policy

### **Personal Leave**

- Unpaid Personal Leave (30 days maximum) for Full-time employees to fulfill personal obligations may be granted in the event employee is not eligible for FMLA

### **FMLA**

- Unpaid leave as set forth in the provision of the federal Family and Medical Leave Act

### **Worker's Compensation**

- Benefits as required by Law

### **403(b) Retirement Plan**

- Full-time, Part-time and PRN employees are provided the opportunity to set aside tax deferred dollars through payroll deduction, per federal guidelines, for a retirement savings. Employees are fully vested after 5 years.

### **Direct Deposit**

- SMMC requires Direct Deposit. Employees are paid every two weeks, pay periods run from Sunday through Saturday and paid on the following Friday.