

Our employees are our most valuable asset



HEALTH

- Medical Insurance
- Dental Insurance
- Flex Spending Accounts
- Wellness Initiatives



SECURITY

- Long Term Disability
- 403(B) Retirement Plan
- Life & Accident Insurance
- Health Savings Account



BALANCE

- Paid Time Off
- Paid Holidays
- Childcare Discount
- Employee Assistance Program

Medical Insurance (Health Partners): Offered for employee, spouse, and dependents. Employees have the option of three high-deductible health plans with two networks. St. David's Center may also contribute to a Health Savings Account, which is optional to employees.

Dental Insurance (Health Partners): Offered for employee, spouse, and dependents. Offers 100% preventative, 80% basic, 50% major care services.

Kavira Health: Same-day primary and urgent care via home visits and telehealth.

Flexible Spending Account: Employees may put money aside on a pre-tax basis for medical and dependent care expenses.

Wellness Initiatives: Employees may have access to a fitness discount, a 24-hour nurse line, on demand fitness/wellness classes through Wellbeats, and more!

Long-Term Disability (Principal): Offered at no cost to eligible employees.

403(B) Retirement Plan: St. David's Center may match 50% of employee contributions to the 403(b) plan up to 6% of an employee's compensation, beginning on his/her first anniversary of employment. Match vesting schedule: one - two years of employment: 33% vested; two - three of employment: 66% vested; three+ years of employment: 100% vested.

Life & Accident Insurance (Principal): Offered at no cost to eligible employees. Provides \$50,000 in group term life and accident insurance. Additional voluntary life insurance may be purchased for employees, their spouses, or their dependents.

Paid Time Off: Paid Time Off (PTO) is earned based on length of service and hours worked. New full-time employees are eligible to earn up to 16 PTO days in the first year of employment. PTO earned increases with each year of employment.

Paid Holidays: St. David's Center offers approximately 10 paid holidays per year and additional paid wellness days.

Childcare Discount: Eligible employees may receive up to 50% off services or \$450 per month for one child, \$700 per month for multiple children, whichever is less. This benefit may be used for the employee's birth child(ren), adopted child(ren), foster child(ren), or grandchild(ren).

Employee Assistance Program (Principal): Employees have access to resources for life's challenges, including support for issues such as parenting or relationship struggles, grief and loss, career problems or financial worries.

Public Service Loan Forgiveness: Eligible employees may qualify for federal student loan forgiveness.

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