

Our Benefits

SSM Health values our exceptional employees. We are committed to helping our employees lead a healthy lifestyle by offering a comprehensive benefits package to fit their needs – including those that promote physical, financial and emotional well-being.

Our robust employee benefits package includes health benefits, life and accidental death and dismemberment insurance, long-term disability coverage, health and dependent care reimbursement accounts, paid time off, tuition reimbursement, adoption reimbursement, an employee assistance program, retirement plan options and more.



Health Benefits

We provide market-competitive, comprehensive medical, dental and vision benefits for employees and their families.

Regular health physicals are one of the most important steps anyone can take to maintain good health. Employees can receive free preventive health physicals through SSM Health's medical insurance benefits program.

In addition, SSM Health offers wellness services through our Employee Assistance Program.

Tobacco and Flu Policies

As a leading health care organization, we have an opportunity to be a role model and encourage wellness through all levels of our organization.

Tobacco: Tobacco use carries significant health risks. We are tobacco-free on all SSM Health campuses. We actively work with employees throughout SSM Health and offer smoking cessation programs, as needed.

Flu: At SSM Health we have the sacred privilege of caring for patients every day. To help keep our patients and employees healthy, employees are required to receive a flu shot each year. This is provided at no cost to the employee. Employees who decline to receive this important immunization must submit a waiver indicating their religious or medical reasons. We believe this immunization is crucial to providing the safest patient care.

Paid Time Off

We are committed to helping employees achieve a work/life balance. All full-time and part-time employees accrue Paid Time Off (PTO). This time is used for vacations, holidays, short-term illnesses and other absences from scheduled work. We recognize the following holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving and Christmas.

Retirement Savings

SSM Health is committed to helping employees enjoy their retirement through the following customizable retirement programs:

403(b) Employee Contribution Plan: This plan offers employees a method to invest their pre-tax dollars to save for retirement income.

401(a) Employer Contribution Plan Match/Basic: All eligible employees who participate in our voluntary 403(b) Plan are eligible to receive a **match** from SSM Health on a portion of their contribution.

In addition, eligible employees receive an annual employer-funded **basic contribution**. Participation in the 403(b) Plan is not required to receive the basic contribution.

Additional retirement savings options are available at certain entities. More information will be provided upon acceptance of a job offer.

Tuition Reimbursement

We assist our employees in their personal and professional growth by offering tuition reimbursement to full-time and part-time employees interested in continuing their education. Eligible programs

include degree programs at an accredited college or university that applies to an employment opportunity available at SSM Health.

Additional Benefits

Our comprehensive benefits package is designed to help employees enhance not only their physical but their psychological, emotional and family health as well.

Adoption Reimbursement: SSM Health supports family life by offering employees an adoption reimbursement benefit. This benefit is equal to the amount paid by the medical plan for a normal delivery.

Legally Domiciled Adult: Employees may cover one adult (if not covering his/her spouse) under SSM Health's benefit plan. This addition to the plan is known as a "legally domiciled adult." This benefit applies to our medical, dental and vision coverage.

Employee Assistance Program: The Employee Assistance Program offers resources to help with financial planning, child care, marriage counseling and many other life events.

Through our exceptional
health care services,
we reveal the healing
presence of God.