

Providing the best care for our patients means providing the best care to our team.

As one of the state's largest employers, CAMC embraces the responsibility of providing fair and competitive pay, valuable benefits, opportunities for recognition and advancement, and helpful services to our employees.



BENEFITS:

CAMC values our employees and we are proud to offer a comprehensive benefits program that includes:

- Medical and prescription drug coverage
- Employee vision plan
- Dental plan
- Employee, spouse and child term life insurance
- Accidental death and dismemberment insurance
- Short- and long-term disability
- Retirement planning and 401 (k) savings
- Health care spending account
- Dependent day care spending account
- Health savings account

COMPENSATION:

■ Salary Structures

Each job at CAMC is assigned a pay range with minimum and maximum salary levels that define what the hospital pays for that job. These pay ranges are regularly updated to reflect market trends for similar jobs. While we do not post salary ranges, we work hard to ensure that the salaries paid are fair and competitive. Within each pay range, there is flexibility to compensate employees competitively and fairly based on their demonstrated skill, experience and performance.

■ Special Pay Programs

In addition to standard compensation, CAMC offers various incentive and special pay programs for eligible team members. Depending on your department and position, you may qualify for shift differential and overtime pay.

ADVANCEMENT

- Career Ladder
- Financial assistance for education
- Continuing medical education
- New graduate nurse residency program
- Nurse extern program
- Awards and recognition

WELLNESS AND OTHER SERVICES

- Employee wellness program (MyHealth)
- Lifestyle & prevention programs
- Employee health services
- Smoking cessation program
- Employee emergency fund
- Fitness classes
- Employee assistance program



**Charleston Area
Medical Center**