

# 2021 EMPLOYEE SUMMARY OF BENEFITS

## HOLIDAY SCHEDULE

### 8 Observed Holidays

New Year's Day	Thanksgiving / DayAfter
Memorial Day	Christmas Day
Independence Day	Martin Luther King Jr. Day
Labor Day	

## PAID TIME OFF (PTO)

PTO begins to accrue on the employee's hire date, however PTO may not be used during the first 90 days of employment

Level	0-4 Years		5-7 Years		8+ Years	
	Hours	Accrual	Hours	Accrual	Hours	Accrual
Staff	140	5.3846	180	6.9231	220	8.4615
Supervisor	160	6.1538	200	7.6923	240	9.2307
Management	180	6.9231	220	8.4615	260	10.0000
Physician & CNP/CNM	180	6.9231	220	8.4615	260	10.0000
Senior Leadership	220	8.4615	260	10.0000	320	12.3077

## 403 B

Heart of Ohio Family Health Centers offers a tax-deferred 403(b) retirement savings plan similar to a 401k. 403 (b) allows you to set aside pre-tax dollars out of your paycheck to save for retirement.

**2% Matching Contribution**

## MALPRACTICE INSURANCE

Malpractice Insurance through the *Federal Tort Claims Act (FTCA)* are offered to HOFHC Providers: FTCA is at no cost to the provider or licensed clinician, protection as described in the Act.



HEART OF OHIO  
FAMILY HEALTH

## GROUP INSURANCE PROGRAMS

Employees who work 30 hours or more per week are eligible for our Medical, Dental & Vision benefits. Company pays 75% of premium & Employee pays 25%. Benefits are effective 90 days after hire.

Medical Plan Bi-weekly Contributions: *Anthem HSA*

Employee Tier	HSA	PPO
Single	\$73.46	\$139.05
Employee + Spouse	\$161.47	\$197.51
Employee + Child(ren)	\$124.01	\$151.68
Family	\$226.78	\$277.39

Dental Plan Bi-weekly Contributions: *Anthem*

Employee Tier	Employee Contribution
Single	\$3.12
Employee + 1	\$6.84
Employee + Family	\$10.94

Vision Plan Bi-weekly Contributions: *Superior Vision*

Employee Tier	Employee Contribution
Single	\$2.29
Employee + Spouse	\$4.54
Employee + Child(ren)	\$4.45
Family	\$6.77

## 100% EMPLOYER PAID BENEFITS

- **Short Term Disability: *Dearborn National***  
Effective the 91<sup>st</sup> day of employment, benefit pays 60% of normal salary after 14 day waiting period.
- **Life Insurance: *Dearborn National***  
Effective the 91<sup>st</sup> day of employment, benefit equals the employee's annual salary up to \$50,000.
- **Employee Assistance Program (EAP)**  
EAP is offered by Anthem Blue Cross and Blue Shield to help you meet life's challenges. Some of the services offered at no cost to you are counseling, legal and financial consultation, ID recovery and crisis support.

## OTHER BENEFITS

- **Shared Tuition Reimbursement**
- **Loan Repayment Program**
  - **State of Ohio: only for Physicians**  
*(maximum of 4 years)*
  - **Federal HRSA: open to all practitioners**  
*(maximum of 5 years)*
- **STAR LRP**
  - **SUD Counselors, Behavioral Health, LCSW, Medical Support Staff and more**
- **New York Life Insurance (100% Employee-Paid)**
- **The Standard (100% Employee-Paid)**  
Voluntary benefits
  - **Accident, Critical Illness and Hospital Indemnity**