



HOLIDAYS

New Year's Day
Dr. Martin Luther King Jr. Day
Memorial Day
Juneteenth Day
Independence Day
Labor Day
Thanksgiving/Day After
Christmas Day
Self-Care Day

PAID TIME OFF (PTO)

PTO begins to accrue on the employee's hire date, available after the first 90 days of employment.

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
Supvs./Asst. Mgrs.	160	6.1538	200	7.6923	240	9.2307
Mgrs./Dir's.	180	6.9231	220	8.4615	260	10.0000
Physicians, Advanced Practice Clinicians & other clinicians	180	6.9231	220	8.4615	260	10.0000
Senior Leadership	220	8.4615	260	10.0000	320	12.3077

403(b) RETIREMENT SAVINGS

Heart of Ohio Family Health offers a tax-deferred **403(b) Retirement Savings Plan** similar to a 401k. The 403(b) Plan allows you to set aside pre-tax dollars out of your paycheck to save for retirement.

Heart of Ohio Family Health offers a **3% Matching Contribution** to employees enrolled in the plan.

MALPRACTICE INSURANCE

Malpractice Insurance through the **Federal Tort Claims ACT (FTCA)** are offered to **Heart of Ohio Family Health** providers. FTCA is at no cost to the provider or licensed clinician, protection as described in the Act.

“Our mission is to provide high-quality, holistic, and compassionate care to meet the healthcare needs of everyone in our diverse community, one *heart* at a time.”

GROUP INSURANCE PROGRAMS

Employees who work 30 Hours or more per week are eligible for the following benefits after 90 days of employment.

(Bi-weekly Contributions)

ALLIED MEDICAL PLAN

EMPLOYEE TIER	HRA	PPO
Single	\$92.83	\$97.54
Employee + Spouse	\$204.05	\$214.26
Employee + Child(ren)	\$156.71	\$164.55
Family	\$286.59	\$300.91

LINCOLN DENTAL PLAN

EMPLOYEE TIER	EMPLOYEE CONTRIBUTION
Single	\$2.89
Employee + Spouse	\$6.34
Employee + Family	\$10.14

VSP VISION PLAN

EMPLOYEE TIER	EMPLOYEE CONTRIBUTION
Single	\$0.92
Employee + Spouse	\$1.55
Employee + Child(ren)	\$1.59
Family	\$2.56

100% EMPLOYER PAID BENEFITS *

Short-Term Disability:

Lincoln

Benefit pays 60% of normal salary after 14 day waiting period.

Life Insurance:

Lincoln

Benefit equals the employee's annual salary up to \$50,000.

Employee Assistance Program (EAP):

Lincoln

100% EMPLOYEE PAID BENEFITS*

- Lincoln Voluntary Long-Term Disability
- New York Life Insurance
- Lincoln Accident, Critical Illness and Hospitalization
- Rainwalk Pet Insurance
- Legal Shield/ID Shield

ADDITIONAL BENEFITS

- Tuition Reimbursement (Shared Tuition)
- National Health Service Corp (NHSC) Loan Repayment Programs:
 - State of Ohio: only for Physicians
 - Federal HRSA: open to all practitioners
 - STAR LRP
 - Nurse Corps LRP
 - Students to Service Loan
 - Repayment Program (S2S LRP)