



**HOLIDAYS**

New Year's Day	Thanksgiving/Day After
Memorial Day	Christmas Day
Juneteenth Day	Dr. Martin Luther King Jr. Day
Independence Day	Self-Care Day
Labor 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
Supervisor	160	6.1538	200	7.6923	240	9.2307
Management	180	6.9231	220	8.4615	260	10.0000
Physicians, Advanced Practice Providers & other providers	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 **2% 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.

**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)

**ANTHEM MEDICAL PLAN**

EMPLOYEE TIER	HRA	HSA	PPO
Single	\$74.16	\$74.16	\$89.31
Employee + Spouse	\$163.01	\$163.01	\$196.30
Employee + Child(ren)	\$125.19	\$125.19	\$150.76
Family	\$228.94	\$228.94	\$275.70

**LINCOLN DENTAL PLAN**

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

**LINCOLN VISION PLAN**

EMPLOYEE TIER	EMPLOYEE CONTRIBUTION
Single	\$0.56
Employee + Spouse	\$1.07
Employee + Child(ren)	\$1.25
Family	\$1.76

**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):  
Anthem Blue Cross and Blue Shield**

**100% EMPLOYEE PAID BENEFITS\***

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

**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)

- Legal Shield/ID Shield

“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.”