

A Quick Look at Benefits at Heritage Christian Services



HERITAGE
CHRISTIAN SERVICES

Time off

- **Holidays** – Full-time employees and part-time clinical/professional employees are eligible for 11 paid holidays a year, including three flex holidays that employees may request for days that are important to them.
- **Vacation Time** – Full-time and part-time clinical/professional employees begin to accrue vacation time immediately and can use vacation hours after six months of benefit-eligible employment.
- **Paid Sick Leave** – All employees begin to accrue Paid Sick Leave immediately upon hire and are eligible to use Paid Sick Leave upon accrual as needed.

Full-time employees accrue:

- up to 32 hours of vacation in the first year of employment
- three weeks between two to four years
- four weeks after eight years of service
- five weeks with 10 or more years



Resources

Employee Assistance Program (EAP)

The NexGen EAP is available to all employees and their immediate family members.

Benefits include:

- Counseling services
- No-cost legal and financial consultations
- Virtual concierge service to help with any type of research
- Health advocacy services and wellness coaching

Success Coach

A private resource to connect employees with the resources they need for a healthy work-life balance. The success coach is available to help address barriers related to:

- a family or child care emergency
- transportation issues
- eviction or other housing issues
- caring for an elderly parent or a family member

Employee Benefit Resource Center

Your go-to resource for answers to questions on benefits, and human resource policies, such as benefit coverage and eligibility information, enrollment support, claim advocacy and medical disability leave.

403(b) and retirement plan

- 403(b) – Employee contributions to this savings plan are 100% vested.
- Retirement plan – Employees are eligible to receive a discretionary agency-funded retirement contribution after 12 months and 1,000 hours of employment.



Disability

- **Short Term Disability** – Insurance in the event that an employee must leave work for a non-work-related illness, injury, pregnancy or surgery. Short-Term Disability may provide coverage for up to six months of disability at a maximum rate of \$170 per week. All employees are eligible.
- **Optional Short-Term Disability** – Employees may purchase optional Short-Term Disability insurance to supplement the company-provided short-term disability coverage, with coverage up to 40% of gross salary up to a maximum of \$5,000 per month.
- **Long-Term Disability** – Income protection in the event that an employee is not able to work because of illness or injury. Benefit begins after 180 calendar days of covered disability. The monthly benefit is 66.67% of monthly salary, up to a maximum of \$6,000 per month. Heritage Christian Services pays the full cost of this coverage.

Pay differentials for direct support professionals

Direct support professionals receive incentive pay for working overnights, weekends and certain holidays.

Health care

Heritage Christian Services offers three medical plans through Excellus:

- a plan with a low premium
- a plan with a higher premium

Coverage options include single, employee and children, employee and spouse/domestic partner, or family, with the option to contribute to a Health Savings Account (HSA) or Flexible Spending Account (FSA).



Other options include:

- dental insurance
- vision care
- no-cost membership in tele-medicine services
- life insurance at three times your salary

	Simply Blue Hybrid	Blue PPO Signature Deductible
Premiums	Lower Premiums	Lowest Premiums
Plan Deductible	Deductible only applies to inpatient services and outpatient surgeries.	Deductible applies to all medical and pharmacy services except preventative care.
Out-of-Pocket Maximum	\$6,350 Individual/\$12,700 Family	\$3,600 Individual/\$7,200 Family
Prescription Drug Coverage	You pay your co-pay until you reach the out-of-pocket maximum.	After meeting deductible, you pay the co-pay or co-insurance until you meet the out-of-pocket maximum.
Health Savings Account or Flex Spending Account	You will have the option to contribute to a Flex Spending Account.	You will have the option to contribute to a Health Savings Account.
Preventative Care	Covered 100%. Deductible does not apply.	