

HEARTVIEW FOUNDATION BENEFITS



► PAID TIME OFF (PTO)

Part-time employees earn PTO on a pro-rated basis according to number of hours worked.

Yrs Employment	Full-Time (40 hrs/wk)/ Annual Maximum PTO
0-3	18 days
3-5	23 days
5-15	28 days
15+	30 days

► Extended Sick Time

Time off for extended absences after seven calendar days.

- Full-time employees receive six days.
- Employees who work 20-39 hours/week accrue a pro-rated amount.

► Paid Holidays

Employees who work 20+ hours per week and work on these holidays earn holiday pay plus time and a half for hours worked

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving
- Friday after Thanksgiving
- Christmas Eve
- Christmas Day

QUESTIONS?

Contact HR

hr@heartview.org
www.heartview.org



**Flexible
Workplace**

**Family-First
Values**



**Culture of
Appreciation**



► HEALTH/VISION/DENTAL

Employees who average 30 hours per week are eligible for health, vision and dental insurance through Blue Cross Blue Shield ND.

► Health Savings Account (HSA)

Triple Tax Advantage: Contribute pre-tax dollars via payroll deductions, funds grow tax free, and you can withdraw from your account tax-free to pay for qualified health care expenses now and in the future.

	Health		Vision	Dental
Plan	Monthly Employee Paid Premiums	Deductible	Monthly Employee Paid Premiums	Monthly Employee Paid Premiums
Single	\$0	\$3,400	\$0	\$0
Single + Dependent(s)	\$202.75	\$5,100	\$4.00	\$9.65
Family	\$1,097.05	\$6,800	\$4.00	\$52.35

Out-of-pocket maximum per individual is \$3,400 per year.

► Dental Insurance

The BlueDental Preferred+ Plan has a \$1,500 annual maximum and covers preventative services at 100%, basic services at 80% and major services at 50-60%. Orthodontia services are covered at 50% up to a lifetime maximum of \$2,000.

► Vision Insurance

The BlueVision Essential plan covers an annual eye exam and lenses each calendar year and offers a \$175 frame allowance every other calendar year.

► Other Benefits

Heartview employees are also eligible for supplemental insurance through Aflac and an Employee Assistance Program through The Village.

► RETIREMENT

Employees are eligible to participate in a defined contribution 401K plan and Heartview will match up to 4% of the employee's contribution beginning the first day of the month following the date of employment. An additional non-elective contribution from Heartview may be approved annually by the board of directors, subject to plan rules. Matching funds are fully vested after five years.