

Benefits Eligibility

Benefits eligibility correspond directly with the employee's job classification.

Full-time employees (FTE) are those who work 40 hours per week. They are eligible for all benefits.

Part-time employees (PTE) who work 30 hours or more are considered full-time for health insurance benefits and tuition assistance only. **Part-time employees who work less than 40 hours per week** are eligible for all other benefits on a 50% PTE rate.

Part-time employees who work less than 20 hours per week are not eligible for benefits, except those mandated by state or federal law.

Independent contractors, volunteers, and temporary employees are not eligible for any benefits.



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BENEFITS



Holidays

Employees receive the following paid holidays in lieu of a regularly scheduled work day.

(Holidays are pro-rated according to an employee's full-time or part-time status.)

- New Year's Day
- Martin Luther King, Jr. Day
- President's Day

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

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strengthening *families*, and
building healthy *communities*
since 1899.

www.bethany-gc.org

Bethany Employee Benefits

Health Insurance

Bethany offers two types of health insurance plans under the UnitedHealthcare Choice Plus network, a high deductible plan and a traditional plan.

Dental Insurance

Bethany offers dental insurance under the UnitedHealthcare Choice Plus network.

Vision Insurance

Bethany offers vision insurance under the UnitedHealthcare Choice Plus network. Bethany provides vision insurance through *employer-paid* premiums if the employee is also enrolled in dental coverage.

UnitedHealthcare Motion

Staff members who participate in Bethany's high-deductible insurance plan are automatically enrolled in UnitedHealthcare Motion (UHC Motion), a wellness regimen that encourages a healthier lifestyle through moderate exercise. Staff members can earn up to \$3 per day for meeting motion goals, which is deposited in the employee's Health Savings Account. Further, if a staff member meets 60% of UHC Motion goals, employee premiums are also discounted. UHC pays out \$.25 for daily participation in lieu of meeting motion goals.

403(b) Thrift Plan

An employee either begins receiving Bethany contributions to a 403(b) Thrift Plan on the first of the month after hire, or on the first of the month after the one-year anniversary date, depending on the number of non-profit hours previously worked. These contributions are calculated at 8% of an employee's bi-weekly earnings.

SimplyEngaged

With Rally, employees can access the SimplyEngaged health and wellness activities. For each Health Action completed, staff members earn Rally Coins, which can be redeemed for rewards. Additionally, an employee can earn financial incentives provided through a bank account deposit.

RealAppeal

Staff members who participate in Bethany's health insurance plan, and are eligible, may participate in RealAppeal, a year-long weight loss and maintenance program which addresses diet, exercise, and behavior with 24/7 online support, a mobile app, and a success kit to kick-start a new, healthy lifestyle.

Quit for Life

A tobacco cessation program offers a variety of tools and ways to get support.

Health Savings Account

\$840 Single / \$1,200 Family*
A Health Savings Account (HSA) is a tax-exempt trust or custodial account established exclusively for the purpose of paying or reimbursing qualified medical expenses for staff, his/her spouse, and dependents. The HSA plan also allows participants to add their own pre-tax contributions to the agency's contribution. UHC Motion credits are deposited quarterly into the HSA.

AFLAC

Opportunity for employees to enroll in supplemental insurance plans are available through AFLAC.

Rally

Staff members who participate in Bethany's health insurance plan are automatically enrolled in Rally, which provides additional information about health and offers incentives for making healthy choices through rewards and drawings.

*Must be enrolled in the high-deductible health care plan.

Annual Leave/Vacation

For full-time employees, vacation time is earned at the rate of one working day for each month (with the exception of zero days earned during June and December). Vacation days are earned on the last calendar day of each applicable month. After an employee has worked 12 months, vacation is earned at the rate of two working days for each month (with the exception of zero days earned during June and December). Employees may accumulate a maximum of 24 vacation days. Part-time employees receive vacation time benefits at half the rate of full-time employees.

Sick Leave

Full-time employees earn sick leave at the rate of one day per month, 12 months a year, for a maximum of 90 days accrued. Sick days are earned on the last calendar day of each month. Part-time employees receive vacation time benefits at half the rate of full-time employees.

Additional Leave

Employees may be granted Family and Medical Leave, educational leave, bereavement leave, time off for jury duty, and time off to attend "active duty training" or respond to a national emergency as part of the National Guard and other military units.

Tuition Assistance and Continuous Employment Benefits

- Bethany provides educational aid for full- and part-time staff to attend workshops, institutes, seminars, and college and graduate school courses.
- In appreciation for long-term, continuous employment, staff receives a bonus of one month's salary after 10 years of continuous service and every five years of continuous service thereafter.