

# EMPLOYEE BENEFITS SUMMARY

Benefits available to full- and part-time employees upon employment unless otherwise noted

COMPENSATION	DESCRIPTION	SPECIAL SERVICES	
Salary	Competitive, based on experience	Direct payroll deposit	Employee wellness
Shift differential	Evenings, nights, weekends, holidays	Occupational health services	Credit union
On-call pay	Selected job classifications	Subsidized parking	Employee disaster relief

BENEFITS	DETAILS	CARRIER
Medical	Three plan options, offering 80%, 90% or 100% in-network benefits. Harris Health shares the cost.	<a href="#">Cigna</a>
Prescription drugs	In-network pharmacy benefits included with medical plan.	<a href="#">OptumRx</a>
Dental	Two plan options: a DHMO and a DPP0. Harris Health shares the cost.	<a href="#">MetLife</a>
Vision	One plan, offering both in- and out-of-network benefits. Harris Health shares the cost.	<a href="#">Davis</a>
Flexible spending accounts (FSAs)	Two FSA options: a Healthcare account to assist with medical, dental and vision expenses, and a Dependent Care account to assist with eligible dependent care expenses. You are responsible for funding your FSAs, subject to annual IRS limits.	<a href="#">Flexible Benefit Administrators</a>
Group term life insurance	Basic Life insurance and Accidental Death & Dismemberment (AD&D) at two times base annual salary at no cost to you upon active-at-work employment. Optional Life and AD&D available for you to purchase at group rates for you, your spouse and eligible dependents.	<a href="#">Reliance Standard</a>
Short-term/Long-term disability	Replaces a portion of your income if you are unable to work for an extended time due to illness or injury. Full-time employees only.	<a href="#">Cigna</a>
401K pre-tax retirement savings plan	Pre-tax retirement savings plan with a \$1 for \$1 employer match up to 5% of eligible compensation, subject to annual IRS limits, funded on a bi-weekly payroll basis. Full-time employees only.	<a href="#">Fidelity</a>
457(b) pre-tax retirement savings plan	You may make contributions based on eligible compensation, subject to annual IRS limits. There is no employer match, but you may contribute to both retirement savings plans at the same time.	<a href="#">Fidelity</a>
Employee assistance program (EAP)	Limited benefits to assist with personal problems concerning family, finances, health, emotional stress and more at no cost to you and family members living with you.	<a href="#">FEI</a>
Caregiver assistance	Helps you find and manage, plan and pay for caregivers for your kids, senior family members, pets and home	<a href="#">Care.com</a>
Voluntary benefits	Options to purchase Auto and Home, Critical Illness, Accident, Identity Theft Protection, Legal programs, Pet insurance	<a href="#">AlliantCHOICE+</a>
Harris Health Perks	Enjoy exclusive savings on hundreds of products and services, including computers, event tickets, grocery delivery and more.	<a href="#">AlliantCHOICE+</a>
Tuition reimbursement	All employees are eligible after six (6) months of employment.	<a href="#">Flexible Benefit Administrators</a>
Continuing education	Encourages professional growth that brings participants up-to-date in skill and knowledge	
PTO Non-exempt	8.0 biweekly accrual, increasing incrementally to a maximum of 480 hours	
PTO Exempt	For approved job classifications: 9.538 biweekly accrual, increasing incrementally to a maximum of 480 hours	
Military leave	Paid for reserve training up to 15 working days a year	
Jury duty	Paid for jury duty on a scheduled workday	
Bereavement leave	Three (3) days	

This is an overview of Harris Health System compensation and benefits highlights. Programs may change without notice and are subject to more detailed eligibility requirements.