



BENEFITS SUMMARY

Compensation & Benefits • Full-Time Employment

| COMPENSATION | | DETAILS | ELIGIBILITY |
|--|--|---|--------------------------------|
| Salary | | Competitive salary based on experience | Upon employment |
| Shift Differential | | Evenings, nights, weekends, and holidays | Upon employment |
| On-Call Pay | | Selected job classifications | Upon employment |
| BENEFITS | | DETAILS | ELIGIBILITY |
| PTO Non - exempt | | 8.0 bi-weekly accrual, thereafter increasing incrementally to a maximum of 480 hours | Upon employment |
| PTO Exempt | | 9.538 bi-weekly accrual, thereafter increasing incrementally to a maximum of 480 hours | Upon employment |
| Approved Job Classifications | | | |
| Military Leave | | Harris Health pays for Reserve Training up to 15 working days a year | Upon employment |
| Jury Duty | | Harris Health pays if on a scheduled work day | Upon employment |
| Medical Plans – 3 Self-Insured Options | | Available plans offer an option of 80%, 90% or 100% in-network benefits. Employee and employer paid benefits. In-network pharmacy benefits included. | Upon employment |
| Employee Assistance Program (EAP) | | Limited employer funded benefits offered to assist with personal problems concerning family, finances, health, emotional stress and more at no cost to the employee and family members living in the home. | Upon employment |
| Dental Plans – 2 Fully Insured Options | | Available plans offer a Dental HMO and a Dental PPO Plan design. Employee and employer paid benefits. | Upon employment |
| Vision Plan | | In- and out-of-network benefits are offered under one Vision plan. Employee and employer paid benefit. | Upon employment |
| Flex Spending Accounts (FSAs) – 2 Options | | A Healthcare account is offered to assist with medical, dental and vision expenses. A Dependent Care account is offered to assist with eligible dependent care expenses. Both FSAs are employee paid benefits subject to annual IRS limits. | Upon employment |
| Group Term Life Insurance – Basic Life, Optional Life and Accidental Death & Dismemberment | | Basic Life insurance at two times base annual salary provided at no cost to the employee. Optional Life available for the employee, spouse and eligible dependent child/ren. Optional Life coverages are employee paid benefits. | Upon active at work employment |
| 401K Plan | | Pre-tax retirement savings plan that offers a \$1 for \$1 Employer Match up to 5% of eligible compensation, subject to annual IRS limits. Employer match is funded on a bi-weekly payroll basis. | Upon employment |
| 457(b) Plan | | Pre-tax retirement savings plan. Employee contributions are based on eligible compensation, subject to annual IRS limits. There is no Employer Match, but contributions can be made to both retirement savings plans at the same time. | Upon employment |
| Tuition Reimbursement | | Harris Health offers tuition reimbursement to all employees | After 6 months of employment |
| Continuing Education | | Encourages professional growth through participation in continuing education activities | Upon employment |
| Bereavement Leave | | 3 days | Upon employment |

OTHER SERVICES OFFERED

- DIRECT PAYROLL DEPOSIT
- OCCUPATIONAL HEALTH SERVICES
- PARTIALLY SUBSIDIZED PARKING
- EMPLOYEE WELLNESS
- OFF-SITE CREDIT UNION
- EMPLOYEE DISASTER RELIEF

This is an outline of some of the excellent benefits and compensation plans available at Harris Health system. The programs may change without notice and are subject to more detailed eligibility requirements.

harrishealth.org

An equal opportunity employer.

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