

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	Credit union	Occupational health services
On-call pay	Selected job classifications	Employee disaster relief	Free parking

BENEFITS	DETAILS	CARRIER
Medical	Three plan options, offering 80% or 100% in-network benefits, plus an HRA. Harris Health shares the cost.	Cigna
Prescription drugs	In-network pharmacy benefits included with medical plan.	OptumRx
Dental	Two plan options: a DHMO and a DPP0. Harris Health shares the cost.	MetLife
Vision	One plan, offering both in- and out-of-network benefits. Harris Health shares the cost.	Davis Vision
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.	Flexible Benefit Administrators
Group term life insurance	Basic life insurance and accidental death and 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.	MetLife
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. Benefit funded by Harris Health available to full-time employees after 12 months of service. Optional LTD buy-up benefit also available.	New York Life
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. Note: Maximum 5% employer match between regular and Roth 401Ks.	Fidelity
Roth 401K post-tax retirement savings plan	Post-tax retirement savings plan with a \$1 for \$1 employer match up to 5% of eligible compensation for full-time employees. Note: Maximum 5% employer match between regular and Roth 401Ks.	
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.	Fidelity
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.	FEI
Caregiver assistance	Helps you find and manage, plan and pay for caregivers for your kids, senior family members, pets and home.	Care.com
Voluntary benefits	Options to purchase auto and home, critical illness, accident, identity theft protection, legal programs, Employee Emergency Loan Program, and pet insurance.	AlliantCHOICE+
Harris Health Perks	Access to Purchasing Power, a program that lets you purchase computers, appliances, furniture, etc., through payroll deductions.	Purchasing Power
Tuition reimbursement	All full-time employees are eligible on Day 1. Qualified degree programs must be related to the business of Harris Health System from an institution holding regional or national accreditation.	Flexible Benefit Administrators
Student Debt Program	Eligible clinical roles receive a \$200 monthly contribution toward their student loan debt.	
Continuing education	Career development opportunities available to expand and update professional skills and knowledge.	
PTO non-exempt	8.0 hours accrued biweekly, increasing incrementally to a maximum of 480 hours.	
PTO exempt	For approved job classifications: 9.538 hours accrued biweekly, increasing incrementally to a maximum of 480 hours.	
Parental leave	Up to 4 weeks of 100% paid parental leave for full-time employees, regardless of years of service.	
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	Paid up to 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.