

Benefits Summary

HARRIS COUNTY HOSPITAL DISTRICT Compensation & Benefits • Full-Time Employment

Day-1
Benefits for
RNs

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
Longevity Pay	Based on tenure, increases annually	After completion of 4 years of service

BENEFITS	DETAILS	ELIGIBILITY
PTO Non-exempt	8.0 bi-weekly accrual, thereafter increasing incrementally to a maximum of 1040 hours	Upon employment
PTO Exempt Approved Job Classifications	9.538 bi-weekly accrual, thereafter increasing incrementally to a maximum of 1040 hours	Upon employment
Military Leave	HCHD pays for Reserve Training up to 15 working days in a year	Upon employment
Jury Duty	HCHD pays if on a scheduled work day	Upon employment
Comprehensive Medical Plan/ HMO and Major Medical	Coverage available for employees and their families through an extensive network of physicians and hospitals. HCHD and employee share expense.	After 3 months of employment
Dental Insurance	Expense is shared by HCHD and employee	After 3 months of employment
Vision Plan	Annual exam and one pair of eyeglasses with a \$30.00 co-pay; contacts at reduced cost. Family coverage optional.	After 3 months of employment
Pre-Tax Flex Accounts	For medical, dental, vision, and dependent child care expenses	After 3 months of employment
Basic Life Insurance/AD&D	HCHD pays for basic coverage equal to two times the employee's annual salary. Employee can pay for additional supplemental coverage.	After 3 months of employment
Deferred Compensation Plans	401(k) with \$1 for \$1 employer match up to 5% of eligible compensation and 457 plan	Available after 1st month following hire date and 21 years of age
Tuition Reimbursement	HCHD 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
Bilingual Differential	Upon successful completion of fluency skills test	Upon employment

OTHER SERVICES OFFERED

- DIRECT PAYROLL DEPOSIT • EMPLOYEE ASSISTANCE PROGRAM • EMPLOYEE HEALTH SERVICES • OFF-SITE CREDIT UNION
- PARTIALLY SUBSIDIZED PARKING • US SAVINGS BONDS • EMPLOYEE DISASTER RELIEF

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