

Notes



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Oklahoma's first choice for care.



**NORMAN
REGIONAL**
Health System



HEALER BENEFITS

Effective Nov. 1, 2023



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BENEFIT	ELIGIBLE	WHEN ELIGIBLE	CONTRIBUTOR	DESCRIPTION
Medical w/Prescription Card	Full—Time Part—Time	First of the month following hire/rehire date or change of status to an eligible class.	NRHS Healer	Various Medical Plans Offered for healer and eligible dependents; including PPO plans with Rx co-pays, as well as High Deductible Health Plan with employer contributions to Health Savings Account.
Dental	Full—Time Part—Time	First of the month following hire/rehire date or change of status to an eligible class.	NRHS Healer	Dental coverage offered for healer and eligible dependents. Orthodontic coverage offered for eligible dependents under the age of 19.
Vision	Full—Time Part—Time	First of the month following hire/rehire date or change of status to an eligible class.	NRHS Healer	Vision coverage offered for healer and eligible dependents. May apply to lenses, frames, eye exam, and contacts.
Flexible Spending Accounts & Dependent Care Reimbursement	Full—Time Part—Time	First of the month following hire/rehire date or change of status to an eligible class.	Healer	Ability to pay premiums, out-of-pocket medical expenses (not covered by plans), and child care expenses required for employment with pre-tax dollars, thereby reducing tax liability each pay period.
Life Insurance	Full—Time	First of the month following hire/rehire date or change of status to an eligible class.	NRHS	Term life insurance, one times base annual salary at no cost to healer. Some limitations and reductions based on salary and age.
Optional Life Insurance	Full—Time Part—Time	Eligible to enroll within 31 days of hire/rehire date or change of status to an eligible class.	Healer	Additional life insurance offered for healer and immediate family members.
Catastrophic Optional Insurance	Full—Time Part—Time	Eligible to enroll within 31 days of hire/rehire date or change of status to an eligible class.	Healer	Types of Insurance: accident, critical illness, and hospitalization.
Short—Term Income Replacement Program	Full—Time	First of the month following hire/rehire date or change of status to an eligible class.	NRHS Healer	Provides 60% base salary replacement after 14 calendar days and could continue for up to 11 weeks. Benefit is offset by other sources of income and includes some salary caps.
Long—Term Disability Income	Full—Time	First of the month following hire/rehire date or change of status to an eligible class.	NRHS Healer	Provides 60% base salary replacement after 3 months with approval from carrier. Benefit may be offset by other sources of income and includes some salary caps.
Retirement Plan	Full—Time	First quarterly entry date following one year continuous full-time service.	NRHS	Contributions made by NRHS bi-weekly based on age and base salary. Provides for 100% vesting after five years of credited full-time service.
457 Deferred Compensation Plan with Match	Full—Time Part—Time PRN	First quarterly entry date following hire date	NRHS Healer	Any healer may contribute tax-deferred funds or after-tax (Roth) contributions through payroll deductions on a bi-weekly basis. NRHS will match full-time and part-time healers with one year of service the lesser of 25% of their contribution or 1.5% of their base bi-weekly wage. Match funds increase to 50% or 3% of base bi-weekly wage for full-time and part-time healers after five years of credited service.
Paid Time Off (PTO)	Full—Time Part—Time	Date of hire	NRHS	Paid time off given for holidays, vacations, illness, etc. Accrual is pro-rated based on hours paid and full-time years of service. Maximum hours in PTO Bank is 400 hours. Accrued PTO in excess of 400 hours rolls into an Extended Illness Bank, with a maximum of 200 hours in Extended Illness Bank.
NRHS Recognized Holidays	Full—Time Part—Time	Date of hire	NRHS	Recognized holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, and Christmas. Pay 1.5 for all hours worked on actual holiday.
Family Medical Leave Act (FMLA)	Full—Time Part—Time PRN	Following one year of employment and 1,250 hours worked in the 12 months prior to leave request.		Offers retention of benefits and position following a temporary absence due to birth or adoption of a child or serious medical condition of healer, child, spouse, or parent. (Limited to 12 weeks)
Bereavement Leave	Full—Time	Date of hire	NRHS	Up to 3 days (at 8 hours/day) for immediate family or spouse's immediate family.
Jury Duty	Full—Time Part—Time	Date of hire	NRHS	Healers receive regular base pay while on jury duty and keep the jury duty pay given by the court.
Educational Assistance	Full—Time Part—Time	Following six months of employment	NRHS Healer	Offers reimbursement for tuition, fees and books up to \$1000 per semester for full-time healers/\$500 per semester for part-time healers upon successful completion of the course (grade C or better) up to three semesters per year.
Employee Assistance Program (EAP)	Full—Time Part—Time PRN	Date of hire	NRHS	The EAP's professional counselors provide free, confidential counseling for healers and their dependents. (Up to 6 visits per year)
Discounts	Full—Time Part—Time PRN	Date of hire	NRHS Healer	Discounts offered in Cafeteria, Central Supply, DME, and Materials Management.
Health Club	Full—Time Part—Time PRN	Date of hire	Healer	Offering healer discount on Health Club memberships.
Credit Union	Full—Time Part—Time PRN	Date of hire	Healer	Opportunity to use Tinker Credit Union, a full service financial institution providing savings, investment, and lending services.
Payroll Direct Deposit	Full—Time Part—Time PRN	Date of hire	Healer	Payroll is direct deposited into healer's account with proper authorization.
PayActive	Full—Time Part—Time PRN	Date of Hire	Healer	Offers Earned Wage Access to unpaid wages between paychecks allowing you to get paid early.
Parking	Full—Time Part—Time PRN	Date of hire	NRHS	Lighted free parking on hospital grounds.