

# PARKLAND HEALTH & HOSPITAL SYSTEM

## BENEFITS AT-A-GLANCE

The chart below gives you a snapshot of your Parkland benefits.

Benefit	Your Enrollment Options	When You're Eligible
Medical	<ul style="list-style-type: none"> <li>• Employee/Physician Office (EPO)</li> <li>• Humana (PPO)</li> </ul>	Immediately upon hire
Pharmacy	Available with EPO medical coverage	Immediately upon hire
Dental	Protective Dental Care Plan <ul style="list-style-type: none"> <li>• Summit</li> <li>• Indemnity</li> </ul> <i>You choose the plan you prefer</i>	Effective first day of the month following date of hire
Flexible spending accounts	Health care account Dependent care account <i>Accounts help you pay for eligible expenses with pretax dollars</i>	After three months of Continuous service
Disability	Disability <i>Housestaff employees are covered automatically</i>	After three months of Continuous service
Accidental death & dismemberment insurance (AD&D)	\$20,000 - \$250,000 coverage for employees, or \$20,000 - \$250,000 coverage for employees and lower coverage for dependents	After three months of Continuous service
Life insurance	Coverage amount equal to 1 ½ your basic annual earnings (Mandatory) <i>Housestaff employees are covered automatically</i>	After six months of continuous service
Supplemental Life	Choose up to 5 ½ times annual salary for you as well as coverage for your dependents	After three months of Continuous service
Retirement income	Retirement Income Plan (Mandatory) <i>Full-time employees automatically participate</i>	Immediately upon hire
Supplemental Retirement	Supplemental Retirement Plan—before-tax option Supplemental Retirement Plan—after-tax option <i>You choose which plan you prefer. Matching contributions up to 6% from Parkland are available after one year of continuous service</i>	Immediately upon hire

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Stipend	Stipends for Parkland remunerated house staff will be bi-weekly (every other Tuesday).
Academic Standing	<p>House Staff Officer, as a condition of his/her House Staff Officer status, must at all times remain in good academic standing with the University of Texas Southwestern Medical School training program. In the event that the House Staff Officer is not in good academic standing, then the House Staff Officer shall be suspended/dismissed without pay, effective on the date that the employee is no longer in good academic standing. Such suspension/dismissal shall remain in effect until such time as the employee regains his/her good academic standing. Suspension/dismissal under this section shall not be subject to the appeal provisions of the Medical Staff Bylaws.</p> <p>See House Staff Manual for University of Texas policy and procedures for supervision, evaluation, discipline and grievances of GME trainees for corrective action appeals and general grievances.</p>
Work Hours	House Staff Officer will be in accordance with the training program standards set by the University of Texas Southwestern Medical Center at Dallas.
Living Quarters	There are no on-campus housing quarters.
Personal Leave & Time Off "PTO"	Fifteen days of PTO for the year's service is allowed, it may be used for vacation, or educational leave, based on the authorization of the Program Director or his/her designee. Family leave is allowed under the Family Medical Leave Act, but the House Staff Officer must at all times remain in good academic standing. PTO leave does not accumulate from year to year.
Sick Leave	Ten days of sick leave for the year's service is allowed. Sick leave does not accumulate from year to year. (Subject to remunerative status.)
Maternity/Paternity Leave	Parkland does not have maternity/paternity leave therefore; the resident will use their PTO/Sick time and/or family leave.
Malpractice Insurance	Parkland does not provide Malpractice insurance. However, as a political subdivision of the State of Texas, DCHD can pay claims in accordance with the Texas Tort Claims Act up to \$100,000 per individual and \$300,000 per occurrence. This applies to situations that occur while in the course and scope of employment, performing only those tasks assigned by authority of officers of DCHD. Coverage includes acts of ordinary negligence, but does not include intentional acts (such as assault) or gross negligence.
Counseling Services	House staff may access counseling services through the Employee Assistance Program as outlined in the Benefits Manual.