

Employee benefits

Medical w/prescription card (FT, PT)

- Eligible 1st of month following hire date
- NRHS employee
- Three medical plans offered: Basic, Coordinated Care, and High Deductible – each offering the right kind of coverage for a person, depending on their current needs.

Dental (FT, PT)

- Eligible 1st of month following hire date
- NRHS employee
- Dental coverage offered for employee and eligible dependents. Orthodontic coverage offered for eligible dependents under age 19.

Vision (FT, PT)

- Eligible 1st of month following hire date
- NRHS employee
- Vision coverage offered for employee and eligible dependents. May apply to lenses, frames, eye exam, and contacts.

Medical & dependent care reimbursement (FT, PT)

- Eligible 1st of month following hire date
- NRHS employee
- 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 (FT)

- Eligible 1st of month following hire date
- NRHS employee
- Term life insurance equal to one times base annual salary at no cost to employee.

Optional life insurance (FT, PT)

- Supplemental term life: Boston Mutual, Leaders Life
- Eligible to enroll within 31 days of hire date
 - NRHS employee
 - Additional life insurance offered for employee and immediate family members.

Optional catastrophic insurance (FT, PT)

- Eligible to enroll within 31 days of hire date
- NRHS employee
- Types of insurance: accident, critical illness, hospital indemnity.

Short-term salary replacement (FT)

- Eligible 1st of month following hire date
- NRHS employee
- Provides 60% base salary replacement after 14 calendar days and could continue up to 11 weeks of benefits. Some exclusions in the first 12 months of coverage.

Long-term disability income (FT)

- Eligible 1st of month following hire date (provided enrollment is completed)
- NRHS employee
- Provides 60% base salary replacement after 3 months with approval from provider.

Retirement plan (FT)

- Eligible 1st quarterly entry date following one year continuous FT service
- NRHS employee
- Contributions made by NRHS bi-weekly based on age and base salary. Provides for 100% vesting after 5 years of FT employment.

457 deferred compensation plan with match (FT, PT, PRN)

- Eligible 1st quarterly entry date following hire date
- NRHS employee
- Employees may contribute tax-deferred or post-tax (Roth) funds through payroll deduction on a bi-weekly basis. NRHS will match 25% of a full- or part-time employee's contribution after one year of employment, but the math is only available on the first 6% of the employee's base bi-weekly wage. Match funds increase to 50% after 5 years of service.

PTO: Paid time off (FT, PT)

- Eligible date of hire
- NRHS employee
- Paid time off is accrued from first day of employment for full- and part-time employees. Accrual is prorated based on 8 hours maximum in a 2-week period. Accrual rate for full-time employees increases every 4 years to a maximum of 11 hours in a 2-week period.

NRHS recognized holidays (FT, PT)

- Eligible date of hire
- NRHS employee
- New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, and Christmas. Pay 1.5x for all hours worked on actual holiday.

FMLA: Family Medical Leave Act (FT, PT, PRN)

- Eligible following one year of employment and 1,250 hours worked in the 12 months prior to leave request
- Offers retention of benefits and job following a temporary absence due to birth or adoption of a child or serious medical condition of employee, child, spouse, or parent (limited to 12 weeks).

Bereavement leave (FT)

- Eligible date of hire
- NRHS employee
- Up to 3 days (at 8 hours/day) for immediate family or spouse's immediate family.

Jury duty (FT, PT)

- Eligible date of hire
- NRHS employee
- Employees receive regular base pay while on jury duty and keep the jury duty pay given by the court.

Educational assistance (FT, PT)

- Eligible following 6 months of employment
- NRHS employee
- Offers reimbursement for tuition, fees and books up to \$1,000 per semester for full-time employees (\$500 for part-time employees) upon successful completion of the course (grade C or better).

EAP: Employee Assistance Program (FT, PT, PRN)

- Eligible date of hire
- NRHS employee
- The EAP's professional counselors provide free, confidential counseling for employees and their dependents (up to 6 visits per year).

Discounts (FT, PT, PRN)

- Eligible date of hire
- NRHS employee
- Discounts offered in Cafeteria, Central Supply, DME, and Materials Management.

Health Club (FT, PT, PRN)

- Eligible date of hire
- NRHS employee
- Employee discount on Health Club memberships

Credit union (FT, PT, PRN)

- Eligible date of hire
- NRHS employee
- Opportunity to use Tinker Credit Union, a full-service financial institution providing savings, investment, and lending services.

Payroll direct deposit (FT, PT, PRN)

- Eligible date of hire
- NRHS employee
- Payroll is direct deposited into employee's account with proper authorization.

Parking (FT, PT, PRN)

- Eligible date of hire
- NRHS employee
- Free lighted parking on hospital grounds.



NURSING OPPORTUNITIES



**NORMAN
REGIONAL**
Health System



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REGIONAL**
Health System

Welcome

Norman Regional Health System has been a partner in improving the quality of life with our regional community since our doors opened in 1946. What was once a municipal hospital has grown into a diversified health system with comprehensive services covering nearly 50 medical specialties. Our services include three campuses, individual service line centers of excellence, physician clinics, urgent care centers and outpatient services.

Norman Regional's commitment to excellence, quality and growth not only applies to our patients and community, but also our employees.

With our three campuses – the Porter Avenue Campus in east Norman, the new HealthPlex campus in west Norman and Norman Regional Moore, our health system offers an array of job opportunities close to home.

Norman Regional is dedicated to providing premiere health care that evolves to meet the changing needs of the regional community – both today and in the future.

Employment

Nursing departments

- Adult Medicine
- Bariatrics
- Behavioral Medicine
- Cardiovascular
- Critical Care
- Emergency Services
- Oncology
- Orthopedics
- Pediatric Services
- Stepdown
- Surgery
- Telemetry
- Women's Services

Reasons to work at Norman Regional

Norman Regional offers multiple career advancements.

- Nursing differentials
- Tuition reimbursement up to \$3,000/year
- Simulation lab
- Foundation opportunities
- On-site gym
- Free parking
- Generous PTO accrual
- Education calendar
- Clinical ladder
- Shift differentials
- Gain sharing opportunity for hospital-wide successes
- Unit-based council opportunities

Apply online NormanRegional.com

Submit a resume

Scouring multiple sources for job opportunities can be a frustrating and time-consuming process. At Norman Regional, all our available positions are posted online at NormanRegional.com. Go online at any time of day or night and see how you can join the Norman Regional team.



Our Centers of Excellence

- Nationally Accredited Chest Pain Center by the American College of Cardiology
- Nationally Accredited Cardiopulmonary Rehab Program by the American Academy of Cardiopulmonary Rehabilitation (AACVPR)
- American Heart Association's Get with the Guidelines: Gold Elite Plus for Stroke
- American Heart Association's Mission: Lifeline Gold Plus Level EMS Award
- AHA Mission Lifeline: Gold Plus Receiving Quality Achievement Award
- AHA Mission Lifeline: Gold Non-STEM
- ACTION Registry – GWTG: Gold Performance Achievement Award
- Women's Choice Award for America's Best Hospitals for Heart Care
- Women's Choice Award for America's Best Stroke Center
- Women's Choice Award for America's Best Hospital's for Bariatric Surgery
- Women's Choice Award for America's Best Orthopedics

