

# A Career at the Tulsa Health Department

The Tulsa Health Department values the health and well-being of our employees and their families. We are committed to ensuring that our employees receive a complete and comprehensive package of pay, benefits, and learning and development programs, which support their physical, emotional, and financial health. Our employees are our greatest assets, and a happy, healthy, and highly trained workforce is what we strive for. Here are some of the many reasons that the best and the brightest choose to make a difference with the Tulsa Health Department.

## Culture

- 36% of Employees have been at THD for 10+ years
- 68% of Staff hold RN, RD, MPH, and Bachelors/Masters/Advanced Degrees
- 34 Program areas allow opportunities for Mobility, Education, and Advancement
- Promotion from within
- Life Balance is a priority
- Extensive Employee Wellness Program
- Supportive Environment
- Accessibility to Management at all levels
- Volunteer Opportunities
- Multiple Locations that serve all of Tulsa County
- Creative Autonomy
- Hands on Work Experiences
- Tobacco Free Environment
- Breast Feeding-Friendly Certified Employer

## Benefits

- Competitive Salary
- Paid Holidays (typically 12 days per calendar year)
- Paid Time Off (PTO)/Extended Sick Leave (ESL)
- Health Insurance\*
- Dental Insurance\*
- Vision Insurance\*
- Group Life Insurance\* and Supplemental Life Insurance
- Accidental Death and Dismemberment Insurance
- Short- and Long-Term Disability Insurance
- Cancer and Intensive Care Plans\*
- Public Service Loan Forgiveness
- Cost of Living Adjustments (COLAs)
- Retirement Fund with a 5 year vesting period. (THD contributes 14%, while the employee contributes 2.5% of monthly salary, effective July 1, 2017.)

- Investment Benefits (e.g., 401A Employer/Employee Matching Fund (max. \$50 per month), 457 Deferred Compensation Plan, Post Employment Health Plan (PEHP) – employer contributes 1% of the employee's salary per year and unused employee sick leave is transferred to PEHP account upon retirement)
- Employee Assistance Program
- Working 4 Balance - Workplace Wellness Program
- Promotional Opportunities
- Flex Plan
- Tulsa Municipal Employees Federal Credit Union
- THD employment qualifies for nursing education loan repayment through the NURSE Corps Loan Repayment Program. Details are available at: [www.hrsa.gov/loanscholarships/repayment/nursing/index.html](http://www.hrsa.gov/loanscholarships/repayment/nursing/index.html).

\* These Benefits can be paid with pre-tax dollars.

## Education and Training

- Tuition Reimbursement
- Continuing Education Opportunities
- Membership in the Oklahoma Public Health Association
- Paid Training
- Health and Wellness Education
- Experiential Learning
- Professional Development Incentive Program allows for additional incentive pay increases based on acquisition of additional skills, knowledge, abilities and job experience. (Eligibility requirements apply.)

## Volunteer Committees

- Innovations Committee
- Quality Improvement Council
- Employee Relations Committee
- Working 4 Balance — Workplace Wellnes Committee
- Partners in Education Program
- Safety Committee
- Community Garden
- Diversity & Inclusion Committee

## Health Department Awards

- Oklahoma Certified Healthy Business – Excellence Award (received continuously since 2008)
- Nationally Accredited Health Department
- American Heart Association- Fit Friendly Business, Worksite Innovation, and Community Innovation Awards
- American Heart Association – Worksite Wellness Platinum Award
- Nania Award
- Champions of Health
- Project Public Health READY
- Addy
- YMCA Outstanding Partner
- Public Health READY Pilot Site
- Operation Fireworks Fanfare
- 2018 Corporate Health Champion – Working 4 Balance (workplace wellness program)