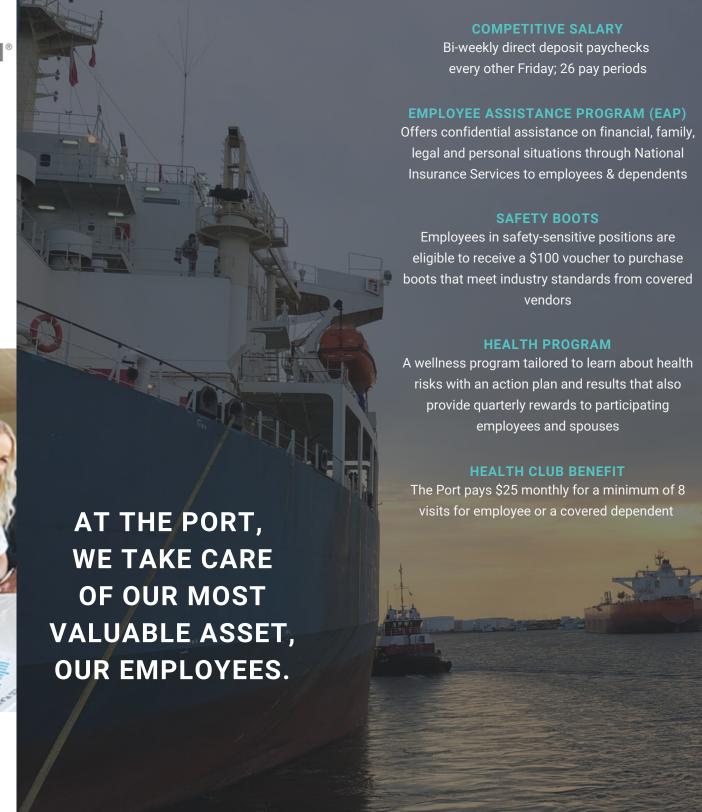


2020 BENEFITS PREVIEW



This is a brief description of company benefits for eligible employees





SHORT TERM DISABILITY (STD)

Voluntary employee paid income insurance that provides a percentage of employee's monthly earnings during disability coverage period

LONG TERM DISABILITY (LTD)

PCCA paid income insurance that provides 60% of employee's monthly earnings after disability period longer than 180 days

LIFE INSURANCE AND ACCIDENTAL DEATH & DISMEMBERMENT (AD&D)

- · Voluntary employee paid
- Options:
 - Basic Employee Term Life and AD&D
 - Voluntary Buy-Up Term Life and AD&D for employee and family coverage

FLEXIBLE SPENDING ACCOUNT (FSA)

Health FSA and Dependent Care FSA: set aside money on a pre-tax basis to pay for eligible healthcare and/or dependent care expenses

SUPPLEMENTAL INSURANCE

American Fidelity: Accident, Cancer, Critical Illness, Hospital Indemnity, Term Life Insurance and Permanent Universal Life Insurance

Medical, dental, and vision benefits are effective on the first day of employment or full-time status. All other benefits are dependent on eligibility date.



VISION

- Superior Vision
- \$10 co-pay for eye exam
- \$25 co-pay for eyewear

MONTHLY PREMIUMS

EE ONLY \$5.94

EE + SP \$11.88

EE + CH \$13.48

E + FA \$20.82



HEALTH

- ENTRUST: self-funded plan, Spohn Health
 Network & First Health
- \$25 co-pay for office visits (in-network)
- \$500 Family Monthly Deductible (in-network)
- Pharmacy Benefit with Southern Scripts Network



DENTAL

- ENTRUST: No network, option to visit any dentist
- \$2,000 Annual Maximum
- Preventive, basic, major, and orthodontic benefits

PCCA CONTRIBUTES UP TO 96% FOR EMPLOYEE AND DEPENDENT COVERAGE

MONTHLY EE RATES:	HEALTH	DENTAL	вотн
WELL EE	\$34.34	\$1.78	\$36.12
NON-WELL EE	\$69.88	\$1.78	\$71.66
WELL EE + CH	\$54.30	\$3.52	\$57.82
NON-WELL EE + CH	\$144.22	\$3.52	\$147.74
WELL EE + SP	\$62.20	\$3.90	\$66.10
NON-WELL EE + SP	\$152.66	\$3.90	\$156.56
WELL EE + FA	\$88.26	\$5.32	\$93.58
NON-WELL EE + FA	\$176.58	\$5.32	\$181.90

WE'VE GOT YOU COVERED

ENERGIZE YOUR FUTURE

RETIREMENT PLAN: TEXAS COUNTY & DISTRICT RETIREMENT PLAN (TCDRS)

- Employee contributes 7% of annual salary bi-weekly
- Port matches 200% at retirement
- · Vesting occurs after 5 years of service

457(B) DEFERRED COMPENSATION PLAN

A tax-deferred retirement savings plan that allows employees to contribute, before federal taxes, a portion of their salary to a personal retirement account with ICMA-RC

• Investment options available

PAID LEAVE

- Vacation Leave
- Sick Leave
- Volunteership Program
- Bereavement Leave up to 3 days
- 11 Paid Holidays (includes one floating holiday)

EDUCATION ASSISTANCE PROGRAM

Full-time employees are eligible for tuition reimbursement after 6 months of employment for courses completed from an accredited college, university, business or technical school. Reimbursement will be paid according to grade received "C" or better

ESTATE PLANNING

Includes creation of Last Will & Testament, Statutory Durable (Financial) Power of Attorney, Medical Power of Attorney, and Advance Directive to Physicians ("Living Will")