

2020 BENEFITS PREVIEW



**AT THE PORT,
WE TAKE CARE
OF OUR MOST
VALUABLE ASSET,
OUR EMPLOYEES.**

**This is a brief description of company
benefits for eligible employees**

COMPETITIVE SALARY

Bi-weekly direct deposit paychecks
every other Friday; 26 pay periods

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Offers confidential assistance on financial, family,
legal and personal situations through National
Insurance Services to employees & dependents

SAFETY BOOTS

Employees in safety-sensitive positions are
eligible to receive a \$100 voucher to purchase
boots that meet industry standards from covered
vendors

HEALTH PROGRAM

A wellness program tailored to learn about health
risks with an action plan and results that also
provide quarterly rewards to participating
employees and spouses

HEALTH CLUB BENEFIT

The Port pays \$25 monthly for a minimum of 8
visits for employee or a covered dependent





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
EE + 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	BOTH
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")

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