

### 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 to employees and  
dependents

### SAFETY BOOTS

Employees in safety-sensitive positions are  
eligible to receive a \$130 voucher to purchase  
boots that meet industry standards from covered  
vendors

### WELLBEING PROGRAM

A program to aid in fostering a healthy and high-  
performing work environment by promoting PCCA  
8 Pillars of Wellbeing. Employees also have  
access to an onsite Fitness Center and group  
fitness classes.

### HEALTHIESTYOU TELEMEDICINE

Talk to a doctor for free by phone or video 24/7

### HALO-FLIGHT GUARDIAN MEMBERSHIP

The Port provides free membership for air  
ambulance helicopter services with HALO-Flight

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



**PORTCORPUSCHRISTI®**

# 2024 BENEFITS PREVIEW



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



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.

## PCCA CONTRIBUTES UP TO 97% FOR EMPLOYEE AND DEPENDENT HEALTH/DENTAL COVERAGE



### HEALTH

- HealthFirst: self-funded plan, Cigna Health Network, MaxorPlus Pharmacy Benefit
- Medical Plan Options:
  - Plan A: \$500 Indiv./Fam. Monthly Deductible (in-network) with copays
  - Plan B (HDHP): \$1,500/\$3,000 Indiv./Fam. Annual Deductible (in-network) with PCCA contribution to Health Savings Account (HSA)



### DENTAL

- HealthFirst: No network, option to visit any dentist
- \$3,000 Annual Maximum
- Preventive, basic, major, and orthodontic benefits



### VISION

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

### HEALTH SAVINGS ACCOUNT (HSA)

Employees who choose to participate in PCCA's Medical Plan B (HDHP) may also open an HSA, and set aside pre-tax dollars to pay for eligible medical expenses

- PCCA Annual HSA Contributions:\*
  - Individual: \$750
  - Family: \$1,500

*\*Deposited bi-annually in January and July. Prorated for new hires.*

# 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 retirement plan with benefits that allow employees to contribute a portion of their salary to a retirement account with MissionSquare.

- Pre-tax contributions - reduce your taxable income for the year
- After-tax Roth contributions - future withdrawals may be tax-free
- Investment options available

## PAID LEAVE

- Vacation Leave
- Sick Leave
- Volunteership Program
- Bereavement Leave - up to 3 days
- 13 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 protection insurance that provides a percentage of employee's monthly earnings during disability coverage period during the first 6 months

## LONG TERM DISABILITY (LTD)

PCCA paid income protection 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, and 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