

COMPETITIVE SALARY

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

PAID LEAVE

Vacation, sick, bereavement, volunteer time off, 14 paid holidays (includes one floating holiday)

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Offers confidential assistance on financial, family, legal, and personal situations to employees and dependents

SAFETY PERSONAL PROTECTIVE EQUIPMENT

Employees in safety-sensitive positions receive vouchers to purchase boots and safety glasses (including prescription) in addition to being provided with safety vests, hard hats, gloves, and more

WELLBEING PROGRAM

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

HEALTHIESTYOU TELEMEDICINE

Virtual care 24/7 with \$0 copay: general medical, mental health, dermatology, expert medical advice, nutrition, neck & back care

HALO-FLIGHT GUARDIAN MEMBERSHIP

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

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



PORT CORPUS CHRISTI®

2025 BENEFITS PREVIEW



**Brief overview of the benefits available
to eligible employees**



Medical, dental and vision benefits are effective on the first day of full-time employment. 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 PPO Health Network, MaxorPlus Pharmacy Benefit
- Medical Plan Options:
 - Plan A: \$2,000 Indiv./\$4,000 Fam. Annual Deductible (in-network) with copays
 - Plan B (HDHP): \$3,000 Indiv./\$5,000 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 per person
- 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. Investment options available.

- 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

TEXAS COUNTY & DISTRICT RETIREMENT PLAN (TCDRS)

- Employee contributes 7% of each paycheck
- Account earns 7% compound interest annually
- Port matches 200% at retirement once vested
- Vesting occurs after 5 years of service

457(B) DEFERRED COMPENSATION RETIREMENT PLAN

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

529 EDUCATION SAVINGS PLAN

A tax-advantaged savings plan to aid in lifelong learning by paying for educational costs

EDUCATION ASSISTANCE PROGRAM

Tuition reimbursement available after 6 months of employment for courses completed from an accredited college, university, business or technical school

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 benefit period

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 AD&D

Voluntary employee-paid life and accidental death & dismemberment insurance with additional coverage available for family

FLEXIBLE SPENDING ACCOUNT (FSA)

Healthcare 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, Whole Life, Term Life and Permanent Universal Life Insurance

PET INSURANCE

Accident & Illness coverage with wellness preventative care options