

### COMPETITIVE SALARY

Bi-weekly direct deposit paychecks every other Friday

### PAID LEAVE

Vacation, sick, parental, 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

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



**PORT CORPUS CHRISTI®**

# 2026 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

- Imagine360: self-funded plan, Cigna PPO Health Network, VytlOne 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

- Imagine360: 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