



PORTCORPUSCHRISTI®

#### COMPETITIVE SALARY

Bi-weekly direct deposit paychecks every other Friday

#### 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.

# 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