

### 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 and 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

### 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.**



**PORTCORPUS CHRISTI®**

# 2021 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.



## 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 and 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 97% 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