

Ancillary Benefits

June 11, 2012
Commissioners' Court

Employee Paid Voluntary Benefits

A voluntary benefit is an optional benefit made available for employees to use if desired. Employees are responsible for the full cost of such benefits if elected.

- ❖ Health Care and Dependent Day Care Flexible Spending Accounts
- ❖ Pre-Paid Legal
- ❖ Supplemental Employee Life Insurance
- ❖ Supplemental Spouse Life Insurance
- ❖ Supplemental Dependent Life Insurance
- ❖ 457 Deferred Compensation Retirement
- ❖ Dreaded Disease, Accident and Universal Life Insurance
- ❖ Long Term Care (for employees with less than 8 years of service)

CSCD and state employees are not eligible for these benefits except for the 457 deferred compensation retirement plans.

County Paid Ancillary Benefits

- ❖ Paid Leave (PTO, CTO, compensatory time)
- ❖ Paid Holidays
- ❖ Longevity Pay (for qualified employees)
- ❖ Shift Differential (for qualified employees)
- ❖ Car Allowance (for qualified employees)
- ❖ Short Term Disability*
- ❖ Long Term Disability*
- ❖ Basic Life Insurance and Basic Accidental Death & Dismemberment*
- ❖ TCDRS Optional Group Term Life Benefit
- ❖ Long Term Care (for employees with more than 8 years of service)*
- ❖ Tuition Assistance
- ❖ Workers' Compensation

*CSCD and state employees are not eligible

Paid Leave

Collin County provides employees with several types of paid leave:

- Paid Time Off is accrued based upon an employee's years of service with Collin County:

Years of Service	Annual Accrual	Maximum Accrual	# of Employees in each PTO category	# of Employees at the PTO Maximum
0-4 years	24 days	200 hours	530	17
5-9 years	27 days	240 hours	411	24
10-19 years	30 days	320 hours	450	16
20+ years	33 days	400 hours	164	10

- Catastrophic Time Off is no longer awarded to employees each year. Employees hired after August 22, 2011 do not have Catastrophic Time Off.
- Catastrophic Carryover is the unused sick time employees had when we revised our leave plans in 2006. Employees hired after January 1, 2006 do not have Catastrophic Carryover.
- Premium Compensatory Time is earned when a non-exempt employee works more than 40 hours per week and is earned at a rate of 1.5 hours per hour worked in excess of 40.
- Straight Compensatory Time is for exempt employees and is calculated as 1 hour of compensatory time for each hour worked in excess of 40 hours.

Paid Leave Accruals

Entity	Type of Leave	Annual Leave Days for Full Time Employees*	PTO/Vacation Buyout at Termination	Sick Leave Buyout	Maximum Accruals
Collin County	PTO	24-33	Yes (minimum 1 year of service)	N/A	200-400 hours
Plano	Vacation/ Sick	33-42	Yes (minimum 5 years of service)	Yes (minimum 5 years of service)	480 hours (vacation) Unlimited (sick)
McKinney	Vacation/ Sick	30-45	Yes	Yes (minimum 5 years of service)	300-450 hours (vacation) 720 hours (sick)
Dallas County	Vacation/ Sick	27-37	Yes	Yes (minimum 5 years of service)	160-240 hours (vacation) Unlimited (sick)
Frisco	Vacation/ Sick	27-30	Yes	Yes	240 hours (vacation) Unlimited (sick)
Tarrant County	Vacation/ Sick	25-40	Yes	No	Unlimited (vacation) Unlimited (sick)
Allen	Vacation/ Sick	22-32	Yes	Yes	200-480 hours (vacation) Unlimited (sick)
Denton County	Vacation/ Sick	22-32	Yes	No	160 hours (vacation) 120 days (sick)

*Leave accruals are based on years of service. Includes Funeral Leave.

Private Sector Paid Leave Accruals

- ❖ Collin County offers 24-33 days of PTO based on years of service.
- ❖ 39% of private sector employers offer a consolidated leave plan such as PTO. Average leave days 18-29.
- ❖ 90% of private sector employers offer vacation leave. Average leave days 13-24.
- ❖ 82% of private sector employers offer sick leave. Average leave days 11-16.
- ❖ 87% of private sector employers offer a funeral/bereavement leave benefit.

Compensatory Time Off

- ❖ Collin County offers compensatory time for work over 40 hours per week.
- ❖ In 2011, Collin County paid \$969,541 for compensatory time used by employees during the year , a decrease of 8.6% from 2010.
- ❖ Collin County paid \$105,479 in compensatory buyouts in 2011, an increase of 190% from 2010 due to some employees with large compensatory time balances separating employment.
- ❖ The current liability for premium compensatory time is \$1,128,367, a 5.2% increase from 2011.
- ❖ The current liability for straight compensatory time is \$251,020, a 21% decrease from 2011.
 - Exempt employee straight compensatory time liability is \$66,540, a 14% decrease from 2011.
 - Non-exempt employee straight compensatory time liability is \$184,481, a decrease of 23% from 2011.

Compensatory Time Off Exempt Employees

❖ Exempt employees:

- Are not required to be provided compensatory time. Each individual department head/elected official decides if they will allow their staff to earn straight compensatory time.
- Simply accounts for exempt time accountability.
- Are not paid for earned unused compensatory time upon termination.
- May accrue up to 80 hours.
- Receive straight compensatory time which is calculated as 1 hour of compensatory time for each hour worked in excess of 40 hours.

Compensatory Time Off Non-Exempt Employees

- ❖ Non-exempt employees:
 - Receive compensatory time in lieu of overtime.
 - Receive premium compensatory time which is calculated as 1.5 hours of compensatory time for each hour worked in excess of 40 hours.
 - Are not supposed to accrue more than 200 hours of premium compensatory time.
 - Are paid for earned unused compensatory time upon termination.

Non-Exempt Compensatory Time Off

Entity	Offers Employees Compensatory Time	Maximum Accrual
Collin County	Yes	200 hours
Denton County	Yes	240 hours (non-law enforcement) 480 hours (law enforcement)
Dallas County	Yes	120 hours (civilian nonexempt) 240 hours (law enforcement)
McKinney	Yes	80 hours
Plano	Yes	80 hours
Frisco	Yes	40 hours
Allen	No	-
Tarrant County	No	-

Paid Leave Liability

Type of Leave	Hours Liability	Dollar Amount Liability
Paid Time Off*	250,489	\$6,329,391
Catastrophic Carryover	115,654	\$3,524,166
Catastrophic Time Off	124,361	\$2,846,417
Premium Compensatory Time	48,486	\$1,128,367
Straight Compensatory Time	10,034	\$251,020

*Requires one year of service for payout.

Hours and dollar amounts outstanding are calculated as of 4/27/2012.

Paid Leave Liability Comparison

Type of Leave	2012 Hours Liability	2011 Hours Liability	% Increase or Decrease	2012 Dollar Amount Liability	2011 Dollar Amount Liability
Paid Time Off*	250,489	250,409	.03%	\$6,329,391	\$6,302,878
Catastrophic Time Off	124,361	126,981	-2%	\$2,846,417	\$3,209,306
Catastrophic Carryover	115,654	128,801	-10%	\$3,524,166	\$3,866,430
Premium Compensatory Time	48,486	45,872	6%	\$1,128,367	\$1,072,366
Straight Compensatory Time	10,034	13,140	-24%	\$251,020	\$317,447

*Requires one year of service for payout.

Hours and dollar amounts outstanding are calculated as of 4/27/2012.

Paid Holidays

- ❖ Regular full time employees are eligible for ten paid holidays a year.
- ❖ In 2011, Collin County paid \$2,551,116 in holiday pay.

Entity	Number of Holidays	Official Holidays*
Collin County	10	Martin Luther King Day, Good Friday
Denton County	12	Martin Luther King Day, President's Day, Good Friday, Veteran's Day
Tarrant County	12	Martin Luther King Day, President's Day, Good Friday, Cesar Chavez Day
Dallas County	10	Martin Luther King Day, Personal Day
Allen	9	Floating Holiday
Frisco	8	
McKinney	9	Martin Luther King Day
Plano	9	Martin Luther King Day
<i>Private Sector**</i>	9	

*All entities receive these holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday After Thanksgiving, Christmas Eve or the Day After Christmas (varies by entity), Christmas Day

**Specific holidays not listed. -BLS 3/2011

Overtime Pay

- ❖ A limited number of county departments pay overtime to employees. In 2011, Collin County paid 23,946 hours of overtime at a cost of \$731,994.
- ❖ County departments that generally pay overtime each year are:
 - Sheriff's Office \$619,210
 - Animal Services \$27,248
 - Road & Bridge \$27,233
 - Elections \$21,569
 - Medical Examiner \$9,680
 - District Attorney (grant related) \$9,632
 - Info. Technology (elections related) \$9,017
 - Facilities \$6,762
 - Misc Departments \$1,643

Overtime Pay

Entity	Overtime Paid in 2011	Compensatory Time Paid in 2011	Total Paid in 2011	# of Employees
Collin County	\$731,994	\$969,541	\$1,701,535	1,563
Dallas County*	\$3,666,457	\$4,331,498	\$7,997,955	5,806
Plano**	\$3,770,184	\$580,046	\$4,350,230	1,946
McKinney	\$2,357,579	\$789,921	\$3,147,500	788
Allen	\$1,891,651	-	\$1,891,651	791
Frisco	\$1,342,767	\$108,996	\$1,451,763	847
Tarrant County	\$1,005,934	-	\$1,005,934	3,928
Denton County**	\$343,550	\$593,865	\$937,415	1,574

*Provided Fiscal Year 2011 data.

**Includes compensatory time buy outs for terminated employees.

Longevity Pay

- ❖ Collin County provides longevity pay to full time employees who were approved for hire by Commissioners' Court on or prior to the December 18, 2007 agenda.
- ❖ Employees hired after that date are not eligible for longevity pay except for state mandated district attorney longevity (which is paid by the state) and commissioned deputy longevity.

Number of Current Employees on May 9, 2012	Current Employees Eligible for Longevity Pay	Current Employees Not Eligible for Longevity Pay
1581	1084 (68.6%)	497 (31.4%)

- ❖ In 2011, Collin County paid \$3,697,824 in longevity pay, a 1% decrease from 2010.

Longevity Pay - Regular Employees

Entity	Provides Longevity	Eligibility Requirements	Payout at Termination	Calculation
Collin County	Yes	Approved for hire on or before the December 18, 2007 Commissioners' Court agenda	Retirees only	Monthly Base Salary x .005 x months of service to a maximum of 10% salary
Allen	Yes	1 year of service	Yes	Full time - \$4.00/month times number of years of service
Denton County	Yes	1 year of service	Yes	\$5.00/month for each year of service up to and including 25 years (\$1,500)
Frisco	Yes	1 year of service	No	Full time - \$4.00 /full month times number of years of service up to a maximum of 25 years of service (\$1,200)
McKinney	Yes	-	Yes	\$60 per full year of service to a maximum of \$1,200
Plano	Yes	1 year of service	Yes	\$4.00/month for each year of service up to 25 years (\$1,200)
Dallas County	No	-	-	-
Tarrant County	No	-	-	-

Private Sector Longevity Pay

- ❖ 3% of private sector organizations offer longevity bonuses.

District Attorney Prosecutors State Mandated Longevity Pay

Entity	State Eligibility Requirements	State Calculation
Collin County*	Employee: (1) is a full-time employee on the last day of a state fiscal quarter; (2) is not on leave without pay on the last day of a state fiscal quarter; and (3) has accrued at least four years of lifetime service credit not later than the last day of the month preceding the last month of a state fiscal quarter.	The amount of longevity pay is \$20 per month for each year of lifetime service credit. The maximum amount that may be received annually is \$5,000.
Dallas County		
Denton County*		
Tarrant County		

Counties are reimbursed by the state for this benefit.

*Some employees are eligible for county employee longevity benefits. Collin County reduces county longevity by the amount paid for District Attorney longevity.

Law Enforcement Commissioned Deputy State Mandated Longevity Pay

Entity	Eligibility Requirements	Calculation
Collin County*	1 year of service	\$5 a month for each year of service, up to and including 25 years to a maximum of \$1,500
Dallas County		Eligible Collin County positions include: Transfer Officer, Community Corrections Officer, Courthouse Deputy, Court Officer, Deputy Sheriff, Jail Sergeant, Criminal Investigator, Patrol Sergeant, Lieutenant, Major, Assistant Chief Deputy, Chief Deputy Sheriff
Denton County		
Tarrant County		
Allen **	1 year of service	longevity pay of \$4 a month for each year
Frisco		longevity pay of \$4 a month for each year, up to 25 years to a maximum of \$1,200
McKinney		\$60 per full year of service to a maximum of \$1,200
Plano		longevity pay of \$4 a month for each year, up to 25 years to a maximum of \$1,200

*If approved on or before the December 18, 2007 Commissioners' Court agenda employees will receive the grandfathered county longevity rather than the lower Law Enforcement longevity.

**The state mandates a minimum longevity payment which is lower than the longevity payment the city offers their regular employees. The city has elected to utilize the more favorable calculation in awarding longevity benefits to their law enforcement employees.

Shift Differential

- ❖ Shift differential is a premium paid to employees who work the second and third shifts for Sheriff's Office, Juvenile Detention, and Facilities.
- ❖ Employees who are regularly scheduled and work the second shift receive an additional \$0.50/hour.
- ❖ Employees who are regularly scheduled and work the third shift receive an additional \$1.00/hour.
- ❖ In 2011, Collin County paid \$334,970 in shift differential to employees, a decrease of 4% from 2010.
 - Second shift differential paid: \$104,562, a 2% decrease from 2010
 - Third shift differential paid: \$230,408, a 5% decrease from 2010

Shift Differential

Entity	Organization Works Multiple Shifts	Shift Differential Paid	2 nd Shift Differential	3 rd Shift Differential	All Employees Eligible?
Collin County	Yes	Yes	\$0.50/hour	\$1.00/hour	Sheriff's Office, Juvenile Detention and Facilities
Tarrant County	Yes	Yes	\$0.65/hour	\$0.65/hour	FT non-exempt in Sheriff's Office, Juvenile Services, Medical Examiner's, Pre-Trial Release, Facilities Management & I.T.
Dallas County	Yes	Yes	\$0.50/hour	\$0.50/hour	Jail employees
Denton County	Yes	No	-	-	-
Allen	Yes	No	-	-	-
Frisco	Yes	No	-	-	-
McKinney	Yes	No	-	-	-
Plano	Yes	No	-	-	-

Private Sector Shift Differential

- ❖ 36% of private sector employers offer a shift differential.

Auto Allowance

The amount of auto allowance offered varies per position.

In 2011, Collin County paid \$162,645 in auto allowances. This was a 6% decrease from 2010.

Entity	Eligible Positions	Max Annual \$ Amount	% of Employee's w/Auto	Est. Total Annual \$ Amount
Collin County	Sheriff, Chief Deputy Sheriff, DA Investigators, Road & Bridge Assistant Director, County Ext Agents, Parks Mgr, Events Coordinator, Building Projects Coordinator (1 of 2)	\$2,990 - \$9,100	2.2%	\$150,020
Plano	City Mgr, Assistant City Mgr, Deputy City Mgr, Assistant Chief, Chief, City Atty, Deputy City Atty, Inspector, Superintendent, Captain, Lieutenant, Controller, Director, Manger, Chief Bldg Official, Environmental Health Spec, Inspection Services Supervisor, Police Tech Spec, Sr. Police Legal Advisor, Rehab Estimators, Storm Water Prog Admin, Sr. Video Producer	\$3,000 - \$10,783	3.5%	\$407,612
Dallas County	Chief Financial Officer, Chief Information Officer, Director, Deputy, Elected Officials, Executive Chief Deputy, Manager	\$3,025 - \$9,296	.57%	\$248,720
Denton County	Most Department Heads, Commissioners' Court, Elected Officials, DA Investigators, Veterans Services	\$1,320 - \$6,200	3.2%	\$226,000*
Tarrant County	Elected Officials, Executives	\$6,096 - \$15,420	.49%	\$198,399
McKinney	City Manager, Deputy City Manager, Chief Information Officer, Exec Director, Director, Division Chief, Asst Chief, Tourism Mgr	\$1,080 - \$9,000	2.9%	\$122,580
Frisco	City Manager, Deputy City Manager, Assistant City Managers, CVB Director, EDC Executives	\$3,000 - \$10,600	1.2%	\$53,200
Allen	City Manager and EDC Director	\$6,000- \$7,800	.25%	\$13,800

*budgeted

Private Sector Auto Allowance

- ❖ 75% of employers offer either automobile allowances or a company automobile benefit to some employees.
- ❖ The median auto allowance benefit is \$8,100 annually.

Short Term and Long Term Disability

- ❖ Collin County pays the full cost of short term and long term disability benefits for full-time employees after they reach 90 days of employment.

- ❖ Short Term Disability is processed through United Healthcare. The claims are self funded.
 - 2011 Claims Paid: \$254,309
 - An increase of 55% over 2010
 - 2011 Admin Fees: \$33,335
 - A decrease of 2% over 2010

- ❖ Long Term Disability is fully insured. The 2011 annual premium paid was \$180,278, a 1% decrease over 2010.

Short Term Disability Benefits

Entity	Benefit Paid By	Salary Replacement %	Waiting Period	Duration
Collin County	County	67%	15 Days	26 weeks
Frisco*	Employee	60%	30 Days	26 weeks
Allen*	Employee	50%	14 Days and Exhaust Sick Leave	26 weeks
Denton County**	Employee	Varies	Varies	Varies
Dallas County*	Not Offered	-	-	-
Tarrant County*	Not Offered	-	-	-
McKinney	Not Offered	-	-	-
Plano*	Not Offered	-	-	-

*Offers unlimited sick leave

**Coverage is offered through outside carrier, salary replacement percentage and waiting period are determined by each individual employee

Private Sector

Short Term Disability Benefits

- ❖ Collin County pays the full cost of short term disability benefits for full time employees after they reach 90 days of employment.
 - The salary replacement percentage is 67%.
 - The duration is 26 weeks.
- ❖ 61% of private sector employers offer short term disability benefits.
 - Only 12% require employee contributions.
 - The average salary replacement percentage is 65.1%.
 - The median duration is 26 weeks.

Long Term Disability Benefits

Entity	Benefit Paid By	Salary Replacement %	Maximum Monthly Benefit Amount	Waiting Period
Collin County	County	67%	\$10,000	180 Days
Allen	City	60%	\$10,000	180 Days & Exhaust Sick Leave
Dallas County	County	60%	\$5,500	180 Days & Exhaust Sick Leave
Denton County	County	60%	\$5,500	180 Days & Exhaust Sick Leave
Tarrant County	County	60%	\$5,500	180 Days & Exhaust Sick Leave
Frisco	City	60%	\$5,550	90 Days
McKinney*	City	50%	\$1,000	180 Days
Plano**	City	40%	\$6,000	180 Days

*City of McKinney offers employees the ability to purchase additional long term disability coverage with a salary replacement percentage of 60% and a maximum monthly benefit amount of \$2,500.

**City of Plano employees may voluntarily purchase 10% or 20% of pre-disability earnings to increase their % of salary covered.

Private Sector Long Term Disability Benefits

- ❖ Collin County pays the full cost of long term disability benefits for full-time employees after they reach 90 days of employment.
 - The salary replacement percentage is 67%.
 - The maximum monthly benefit amount is \$10,000.
- ❖ 59% of private sector employers offer long term disability benefits.
 - Only 10% require employee contributions.
 - The average salary replacement percentage is 57.2%.
 - The median maximum monthly benefit amount is \$10,000.

Life Insurance

- ❖ Collin County provides full-time employees with \$50,000 in basic life insurance and \$50,000 in accidental death and dismemberment (AD&D) insurance.
- ❖ In 2011, Collin County paid \$86,279 in basic life premiums, a .5% decrease from 2010.
- ❖ Employees may elect to purchase supplemental life insurance in the amount of 1 or 2 times their annual salary up to \$400,000. Employees pay the full cost of supplemental coverage.
- ❖ Collin County also provides optional group term life insurance through TCDRS. Employees are provided with life insurance in the amount of 1x their annual salary and retirees are provided with \$5,000 in life insurance. Collin County paid \$195,990 for TCDRS life insurance, a 23% decrease from 2010.

Employer Paid Life Insurance

Entity	Amount of Coverage	Retirement Plan Includes Group Term Life Benefit
Collin County	\$50,000	Yes – Annual Salary
Dallas County	1x Salary up to \$50,000	No
Denton County	1x Salary up to \$50,000	Yes – Annual Salary
Tarrant County	1x Salary	No
Allen	1x Salary	Yes – Annual Salary
Frisco	\$50,000	Yes – Annual Salary
McKinney	\$10,000	Yes – Annual Salary
Plano*	\$10,000	No

All entities offer supplemental employee paid life insurance.

*In addition, Plano provides additional life insurance coverage to offset the Social Security Survivor's benefit. The amount varies based on employee age.

Private Sector Employer Paid Life Insurance

- ❖ Collin County provides full-time employees with \$50,000 in basic life insurance and \$50,000 in accidental death and dismemberment (AD&D) insurance.
- ❖ 86% of private sector employers offer employer paid life.
 - 97% pay the entire cost of the benefit.
 - 72% offered a benefit as a multiple of earnings (the most common multiple was 1x annual salary).
 - 20% offered a flat dollar benefit (the median benefit amount was \$15,000).

Long Term Care

- ❖ Collin County provides basic long term care insurance coverage at no cost to regular full time employees with at least eight years of eligible service.
- ❖ Long term care insurance provides nursing and custodial care benefits to employees who require assistance with daily life activities such as dressing and eating.
- ❖ Coverage levels:
 - Employees with less than eight years of service may elect coverage but they are responsible for the full cost of the premium.
 - Employees with 8-14 receive a basic plan.
 - Employees with 15 or more years of service receive an enhanced plan.
- ❖ In 2011, Collin County paid \$146,518 in long term care premiums for 720 employees, a 2% increase from 2010.

Long Term Care

Entity	Paid By	Waiting Period (Days)
Collin County	Employer	90
Dallas County	Employee	90
Denton County	Employee	90
Tarrant County	Employee	90
Allen	Not Provided	-
Frisco	Not Provided	-
McKinney	Not Provided	-
Plano	Not Provided	-

Private Sector Long Term Care

- ❖ 33% of private industry employers offer long term care benefits.

Tuition Assistance

- ❖ Collin County offers tuition assistance to employees seeking to enhance job skills.
- ❖ 100% of tuition costs are paid with a maximum amount not to exceed that which would be payable to the University of Texas at Dallas for similar courses.
- ❖ The employee must receive a minimum grade of C for undergraduate work or B for graduate work in order to qualify for reimbursement.
- ❖ An employee receiving tuition assistance must retain employment with Collin County for a period of at least one year following final reimbursement of tuition. If an employee voluntarily leaves the county before this mandatory one year period is over, full reimbursement is payable to Collin County upon separation.
- ❖ In 2011 Collin County paid \$250,838 in tuition assistance to 56 employees.

Tuition Assistance

Entity	Educational Assistance is Offered	Percent of Tuition Costs Reimbursed	Maximum Reimbursement	Course Must Relate to Job Duties?
Collin County	Yes	100% (min. grade of C for undergraduate, B for graduate)	Not to exceed that which would be payable to UT-Dallas. No annual limit.	Yes
Frisco	Yes	100% (min. grade of C for undergraduate, B for graduate)	\$3,000/yr.	Yes
McKinney	Yes	100% (min. grade of C for undergraduate, B for graduate)	\$1,500/yr.	Yes
Plano	Yes	100% (min. grade of C for undergraduate, B for graduate)	\$2,000/yr.	Yes
Tarrant County	Yes	100% - A; 80% - B; 70% - C; 0% for less than a C	Limits are tied to tuition rates at UT-Arlington	No - must be related to a position at the county but not necessarily current position
Denton County	Yes	100% - A; 75% - B; 50% - C; 0% for less than a C	Based on cost at UNT	Yes
Allen	Currently Suspended	-	-	-
Dallas County	No	-	-	-

Private Sector Tuition Assistance

- ❖ 58% of employers offer undergraduate educational assistance and 54% offer graduate educational assistance.
 - The average maximum reimbursement is \$4,563/yr

Source: Society for Human Resources Management 2011 Employee Benefits report.

Workers' Compensation

- ❖ Workers' Compensation insurance provides for medical, surgical and hospital treatment as well as compensation for lost wages in the event an employee is injured on the job.
- ❖ Collin County pays employees who are injured on the job 100% of their salary for up to 12 weeks.
- ❖ Sheriff's Office law enforcement employees (Detention Officers, Deputy Sheriffs, etc.) are covered under the Texas Constitution, Article 3, Section 52e. This statute requires Collin County to pay eligible employees of the Sheriff's Office 100% of their wages until the Sheriff leaves office.
- ❖ In 2011 Collin County paid \$149,792 in Workers' Compensation wages to employees, an increase of 11% from 2010.