

A decorative graphic consisting of several overlapping, curved, yellow and orange bands that sweep across the top of the slide, creating a sense of motion and warmth.

ANCILLARY BENEFITS

2017 PRESENTATION FOR FY2018 BUDGET

Employee Paid Voluntary Benefits

Voluntary benefits are optional benefits that employees may select. Employees are responsible for the full cost of such benefits.

- 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(b) Deferred Compensation Retirement
- Dreaded Disease, Accident, and Universal Life Insurance*
- Long Term Care (for employees with less than 8 years of service)*

Data provided in this presentation is 2016 information unless otherwise noted.

Collin County statistics are provided as of December 2016.

*CSCD and state employees are not eligible for these voluntary benefits.

County-Paid Ancillary Benefits

- Paid Leave (Paid Time Off, Catastrophic Time Off*, Compensatory Time)
- Overtime
- Paid Holidays
- County Longevity Pay*
- Shift Differential (for qualified employees)
- Auto Allowance
- Call-In Pay
- Court Reporter Compensatory Time Pay (Court Reporters only)
- Stipend Pay (for qualified CSCD and Juvenile Probation employees working a particular type of case load or for speaking Spanish)
- Jury Duty Pay
- Short Term Disability**
- Long Term Disability**
- Basic Life Insurance and Basic Accidental Death & Dismemberment**
- TCDRS Group Term Life Benefit
- 457(b) Deferred Compensation Plans
- Long Term Care (for employees with more than 8 years of service)**
- Tuition Assistance
- Workers' Compensation**
- Elected Official Motivation/Safety Pay**

*Grandfathered employees only.

**CSCD and state employees are not eligible.

Paid Leave

Paid Time Off (PTO) is based on employee years of service:

Years of Service	Annual Accrual	Maximum Accrual	# of Employees in each PTO category	% of Employees within 40 hours of the PTO Maximum*
0-4 years	24 days	200 hours	677	22%
5-9 years	27 days	240 hours	288	28%
10-19 years	30 days	320 hours	497	32%
20+ years	33 days	400 hours	152	41%

Paid Time Off Comparison

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
Allen	Vacation/ Sick	22-33	Yes	Yes	200-320 hours vacation Unlimited sick
Denton County	Vacation/ Sick	27-37	Yes (minimum 1 year of service)	No	160 hours vacation 960 hours sick
Dallas County **	Vacation/ Sick	27-37	Yes	Yes (minimum 5 years of service)	160-240 hours vacation Unlimited sick
Tarrant County	Vacation/ Sick	25-40	Yes	Yes (minimum 5 years of service)	Unlimited vacation Unlimited sick
Frisco **	Vacation/ Sick	30-37	Yes (minimum 1 year of service)	Yes (minimum 1 year of service)	240 hours vacation Unlimited sick
McKinney **	Vacation/ Sick	30-45	Yes	Yes (minimum 5 years of service)	300 hours vacation Unlimited sick
Plano	Vacation/ Sick	33-42	Yes (minimum 5 years of service)	Yes (minimum 5 years of service)	480 hours vacation Unlimited sick
AVERAGE ALL		27-38			

*Includes Bereavement Leave. Other entities grant 1–5 days of funeral leave annually, separate from vacation/sick leave. 5

** These entities award bereavement leave per event.

Catastrophic Time Off

- Catastrophic Time Off (CTO) is no longer awarded as of August 22, 2011.
- As of the end of 2016, approximately 41% of employees (662) still carried a CTO balance, down 7% from last year.
 - Total Hours Liability: 110,007 hours
 - Total Dollar Amount Liability: \$3,848,720 (3.6% decrease)
- In February 2017, in order to reduce liability, CTO balances less than 8 hours were converted to PTO or straight compensatory time.
 - 111 employees had a balance less than 8 hours.
 - 186 hours (\$5,218) were converted from CTO to PTO/comp.

Compensatory Time Off

- Accrued for hours worked in excess of 40 per week.
- Two types of compensatory time off:
 - Straight - awarded at a rate of 1 hour for each hour worked in excess of 40. (This is typically from office closure.)
 - Premium - awarded at a rate of 1.5 hours for each hour worked in excess of 40.
- Liability for straight compensatory time is \$113,335, a 28% decrease.
 - Exempt employee straight compensatory time liability is \$41,864, a 24% decrease.
 - Non-exempt employee straight compensatory time liability is \$71,471, a 30% decrease.
- Liability for premium compensatory time is \$692,913, a 26% decrease.
- \$1,145,304 was paid for compensatory time in 2016, a decrease of 2%
- \$70,293 was paid in compensatory termination buyouts for a total of 2,308 hours in 2016, an increase of 2%.

Compensatory Time Off - Exempt

- Collin County is not required to provide compensatory time to exempt employees.
 - Each department head/elected official decides if they will allow straight compensatory time.
 - If not allowed to earn straight compensatory time, exempt employees are considered to have worked for 40 hours per week regardless of the number of hours actually worked.
 - Exempt employees cannot accrue more than 80 hours of straight compensatory time.
- Straight compensatory time:
 - Earned on an hour-for-hour basis.
 - Unused straight compensatory time is not paid to exempt employees upon termination.

Compensatory Time Off – Non-Exempt

- Non-exempt employees may earn both premium and straight compensatory time.
 - Premium compensatory time is earned in lieu of paying overtime.
 - Non-exempt employees should not accrue more than 200 hours of premium compensatory time.
 - Straight compensatory time is earned by non-exempt employees who work when there is an office closure.
- Premium compensatory time:
 - Earned at 1.5 hours of time for each hour worked in excess of 40 in a one-week period.
 - Earned, unused premium compensatory time is paid to non-exempt employees upon termination.

Compensatory Time Off – Non-Exempt

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

*There were 11 employees who exceed the maximum accrual at the end of 2016.

Compensatory Time Off Balance Reduction

- After the last payroll of December, 1,020 non-exempt employees had a compensatory time balance.
 - 73% of these balances were less than 40 hours.
 - 64 employees had a balance over 100 hours. (35% decrease)
- Employees with a combined compensatory time balance over 100 hours as of January 1st each year must reduce compensatory time to 100 hours, or use 30% of their total compensatory time balance (whichever reduction is less), before PTO may be used for the year.
- Of the 64 employees who have a compensatory time balance over 100 hours:
 - The total required reduction was 2,182 hours.
 - The dollar liability for these hours was \$57,338.
- Total compensatory time balances for employees having more than 100 hours increased by 18% from January 2016 to January 2017.
- 15 people have yet to reduce their time by the required amount.
 - All 15 of these people have reached their maximum PTO accrual.

Compensatory Time Off – Non-Exempt

Employees With Balances Greater Than 200 Hours

Position	2017 Combined Comp Balance	Change in Hours from Previous Year
Court Officer, 296 th District Court*	353	↑ 87
Animal Control Supervisor*	339	↑ 12
Court Officer, District Courts Admin*	328	↑ 45
Asset Management Technician	261	↑ 71
Crim Justice Info Supervisor**	240	↑ 47
Transfer Officer	227	↑ 112
Felony Investigator	226	↑ 97
Animal Control Lead*	224	↓ 17
Deputy Sheriff	223	↑ 68
Detention Officer	210	↑ 29
Detention Officer	202	↑ 67

*Also exceeded 200 hours at the beginning of 2016

** Terminated in 2017

Paid Leave Liability

Type of Leave	2017 Hours Liability	Dollar Amount Liability	Paid at Termination
Paid Time Off	256,225	\$7,165,006	Yes*
Catastrophic Time Off	110,007	\$3,848,721	No
Premium Compensatory Time	27,770	\$692,913	Yes
Straight Compensatory Time – Non Exempt	2,826	\$71,471	Yes
Straight Compensatory Time – Exempt	988	\$41,864	No

*Requires one year of service for payout.

Paid Leave Liability Comparison

Type of Leave	2015 Hours Liability	2016 Hours Liability	% Change in Hours Liability	2015 Dollar Amount Liability	2016 Dollar Amount Liability	% Change in Dollar Amount Liability
Paid Time Off*	254,536	256,225	0.7%	\$6,838,021	\$7,165,006	4.8%
Catastrophic Time Off	115,671	110,007	-4.9%	\$3,862,627	\$3,848,721	-0.4%
Premium Compensatory Time	39,968	27,770	-30.5%	\$933,619	\$692,913	-25.8%
Straight Compensatory Time – Non Exempt	4,246	2,826	-33.4%	\$102,712	\$71,471	-30.4%
Straight Compensatory Time – Exempt	1,347	988	-26.7%	\$59,909	\$41,864	-30.1%

*Requires one year of service for payout.

Overtime Pay

Department Name	Overtime Cost for 2016	Total Payroll Dollars	Overtime as a % of Total Payroll
Sheriff's Office	\$1,051,569	\$26,289,809	4.0%
Elections (County employees)	\$43,102	\$744,669	5.8%
Animal Services	\$34,628	\$520,762	6.6%
Road & Bridge	\$30,378	\$3,520,800	0.9%
Medical Examiner	\$23,496	\$865,940	2.7%
Facilities	\$21,203	\$2,607,617	0.8%
Info. Technology (elections related)	\$13,825	\$4,644,767	0.3%
Temporary Pool	\$7,996	\$361,634	2.2%
District Attorney (grant)	\$7,262	\$8,458,002	0.1%
Constable PCT 3 (elections related)	\$225	\$696,944	0.03%

- A limited number of departments pay overtime.
- 39,947 hours were paid to county employees at a cost of \$1,233,685.
- In addition to county employee overtime, Collin County paid \$356,105 to election workers for overtime.

Overtime Pay

Entity	Overtime Paid in 2016	Compensatory Time Paid in 2016 (including buyouts)	Total Paid in 2016	# of Employees	Average Paid per Employee
Collin County	\$1,233,685	\$1,145,304	\$2,378,989	1,704	\$1,396
City of McKinney	\$3,081,927	\$969,407	\$4,051,334	975	\$4,155
City of Allen	\$2,464,975	-	\$2,464,975	677	\$3,641
City of Plano	\$6,318,383	\$807,761	\$7,126,144	2,125	\$3,353
City of Frisco	\$3,652,866	-	\$3,652,866	1,264	\$2,890
Dallas County	\$5,062,331	\$4,308,096	\$9,370,427	5,591	\$1,676
Denton County	\$2,088,160	\$392,558	\$2,480,718	1,657	\$1,497
Tarrant County	\$2,256,333	-	\$2,256,333	4,145	\$544

Paid Holidays

Entity	Number of Holidays	Holidays* (In addition to the 8 shared by all entities listed)
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	Personal Holiday
McKinney	9	Martin Luther King Day
Plano	9	Martin Luther King Day
Frisco	8	
Private Sector**	9	

- Regular full-time employees are eligible for ten paid holidays a year.
- Collin County paid \$3,126,834 in holiday pay last year.

*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 for Private Sector.

Longevity Pay

- Paid to full-time employees who were approved for hire by Commissioners' Court on or prior to the December 18, 2007, agenda.
- Employees hired after are only eligible to receive state-mandated longevity.
 - Assistant Prosecutor longevity (paid by the state)
 - Commissioned Deputy longevity (includes multiple positions)
- \$3,435,123 paid last year, a 3.4% decrease from the prior year.

Total Number of Employees	Employees Eligible for County Longevity Pay	Employees Not Eligible for County Longevity Pay
1,719	721 (42%)	998 (58%)

Longevity Pay – Regular Employees

Entity	Provides Longevity	Eligibility Requirements	Flat or Percentage Calculation?	Payout at Termination	10 year employee
Collin County	Yes	Approved for hire on or before the 12/18/2007 Commissioners' Court	Percentage	Retirees only	\$2,687*
Denton County	Yes	1 year of service	Flat	Yes	\$600
McKinney	Yes	None – immediately eligible	Flat	Yes	\$600
Allen	Yes	1 year of service	Flat	Yes	\$480
Frisco	Yes	13 months of service	Flat	No	\$480
Plano	Yes	1 year of service	Flat	Yes	\$480
Dallas County	No	n/a	n/a	n/a	n/a
Tarrant County	No	n/a	n/a	n/a	n/a

*Calculated on the average salary of employees who are currently at 10 years of service.

Shift Differential

- Shift Differential - a premium paid to employees who work the second and third shifts for Sheriff's Office, Juvenile Detention, and Facilities as part of their regular schedule.
 - Shift differential is currently paid to both exempt and non-exempt employees in these positions.
- Second Shift
 - Regularly scheduled to begin work after 1:30 p.m.
 - Paid an additional \$0.50 per hour.
- Third Shift
 - Regularly scheduled to begin work after
 - 8 p.m. for 8 hour shifts.
 - 5 p.m. for 12 hour shifts.
 - Paid an additional \$1.00 per hour.
- Paid \$348,801 for shift differential last year, an overall 1% decrease.
 - Second shift paid \$107,311, a 1.8% increase.
 - Third shift paid \$241,490, a 2.1% decrease.

Shift Differential Comparison

Entity	Organization Works Multiple Shifts	Shift Differential Paid	2 nd Shift Differential	3 rd Shift Differential	Eligible Employees
Collin County	Yes	Yes	\$0.50/hour	\$1.00/hour	Exempt and Non-Exempt Sheriff's Office, Juvenile Detention and Facilities
Tarrant County	Yes	Yes	\$0.65/hour	\$0.65/hour	Non-Exempt only 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	Non-Exempt only Sheriff's Office Clerk Positions, Facilities
Allen	Yes	No	-	-	-
Denton County	Yes	No	-	-	-
Frisco	Yes	No	-	-	-
McKinney	Yes	No	-	-	-
Plano	Yes	No	-	-	-

Auto Allowance

Entity	Eligible Positions	Max Annual \$ Amount*	% of Employees w/Auto	Est. Total \$ Amount 2016
Collin County	DA Investigators, County Ext Agents, Parks and Projects Mgr., Parks Mgr, Events Coordinator	\$2,990 - \$9,100	1.6%	\$116,468
Dallas County	Various Elected Officials and Department Heads	\$4,121 - \$9,296	0.8%	\$319,643
Tarrant County	Commissioners' Court, County Auditor, Tax Assessor, Various Department Heads	\$15,420	0.4%	\$201,492
Denton County	Department Heads, Commissioners' Court, Elected Officials, DA Investigators, Veterans Service Officer	\$7,200	2.2%	\$177,275
Frisco	City Manager, Deputy City Manager, Assistant City Managers, CVB Director, EDC Executives	\$1,800 - \$15,600	1.0%	\$81,300
McKinney**	City Manager, Deputy City Manager, Assistant City Manager, MEDC President	\$6,000 - \$9,000	0.4%	\$30,000
Allen	City Manager	\$7,800	0.14%	\$7,800
Garland	City Attorney, Deputy City Mgr., Assistant City Mgr., Chief of Police, Internal Auditor, Senior Managing Director, Managing Director of Public Works, Managing Director of EWC, Managing Director of Customer Service, Managing Director of Health, CFO, CIO	\$3,000 - \$9,600	0.6%	\$99,000

* The amount of auto allowance offered varies per position.

**Phasing out car allowances through attrition

Call-In Pay

- Call-in pay provides a guaranteed minimum of two hours pay for non-exempt employees under either of the following conditions:
 - Called back to work after leaving their work location.
 - Called in to work on a scheduled day off.
- This policy applies only to unscheduled work that is necessitated because of an unforeseen emergency situation.
- If an employee works two hours or less, they are paid for two hours of call-in pay.
- If an employee works more than two hours, they are paid for actual hours worked.
- Paid \$4,094 of straight call-in pay to 15 employees last year.*

* This does not account for call-in time that is converted to overtime pay or compensatory time off.

Court Reporter Compensatory Time

- Court Reporters in a district court or county court at law receive 240 court reporter compensatory time hours per calendar year.
 - Provided in accordance with Texas Government Code statute 52.042.
 - Hours are to be used when the court reporter is unable to perform their duties due to other official work.
- 240 hours is awarded on January 1st of each year.
- Any remaining balance at the end of the calendar year is forfeited.
- In 2016, 13 court reporters used their court reporter compensatory time as follows:
 - 3 used all 240 hours
 - 4 used between 200-239 hours
 - 3 used between 100-199 hours
 - 3 used between 1-99 hours
 - 0 used zero hours
- Paid \$102,856 in court reporter compensatory time last year, a 19% increase from the previous year.

Stipend Pay – Juvenile Probation

- Four employees in Juvenile Probation receive a stipend as ordered by the Collin County Juvenile Board. These stipends began in October 2012.
 - One intensive supervision probation officer receives \$1,500
 - Two drug court officers receive \$1,500
 - One training officer receives \$4,000
- These stipends have to be renewed each fiscal year.
- The money for these stipends comes from Juvenile Probation's out-of-county sex offender revenues.

Stipend Pay – CSCD

- There are two different categories of stipends provided to qualified CSCD employees: Specialized Caseload and Language.
 - 24 employees received a specialized caseload stipend
 - 19 for \$60 per paycheck
 - 5 for \$85 per paycheck
 - 18 employees received a \$50 language stipend per paycheck
- These stipends do not have to be renewed each fiscal year. A court order is provided by the Director of CSCD and continues until the employee terminates or until the director suspends the stipend.

Jury Duty Pay

- Collin County pays employees for their time off when they are summoned to serve on a jury.
- Collin County paid \$11,848 in jury duty pay to 81 eligible employees last year, a decrease of 37% from the previous year.
- The Counties of Dallas, Denton, and Tarrant, and the Cities of Allen, Frisco, McKinney, and Plano all offer jury duty pay.

Short Term and Long Term Disability

- Collin County pays the entire cost of short term and long term disability benefits.
- Short Term Disability is self funded.
 - Claims Paid: \$143,503
 - A decrease of 13%
 - Admin Fees: \$56,150
- Long Term Disability is fully insured.
 - Premium Paid: \$201,514
 - An increase of 2.6%

Short Term Disability

Entity	Benefit Paid By	Salary Replacement %	Waiting Period	Duration
Collin County	Employer	67%	15 Days	26 weeks
Allen*	Employee	60%	14 Days and Exhaust Sick Leave	26 weeks
Frisco*	Employer	40% (Employee can buy up to 60%)	30 Days	26 weeks
Dallas County*	Not Offered	-	-	-
Denton County**	Not Offered	-	-	-
Tarrant County*	Not Offered	-	-	-
McKinney*	Not Offered	-	-	-
Plano*	Not Offered	-	-	-

*These entities do not have a maximum sick leave accrual limit.

**Denton maximum sick accrual is 960 hours (24 weeks).

Long Term Disability

Entity	Benefit Paid By	Salary Replacement %	Maximum Monthly Benefit Amount	Waiting Period
Collin County	Employer	67%	\$10,000	180 Days
Dallas County**	Employer	60%	\$5,500	180 Days
Denton County***	Employer	60%	\$5,500	180 Days
Tarrant County **	Employer	60%	\$5,500	180 Days
Allen**	Employer	60%	\$10,000	180 Days
Frisco**	Employer	60%	\$5,500	180 Days
McKinney* **	Employer	60%	\$5,000	180 Days
Plano* **	Employer	40%	\$6,000	180 Days

*Employees have the option to purchase additional long term disability coverage.

**No maximum sick leave accrual limit.

***Maximum sick accrual is 960 hours (24 weeks).

Life Insurance

- Paid by the county.
- Provides regular, full-time employees with:
 - \$50,000 in life insurance.
 - \$50,000 in accidental death and dismemberment (AD&D) insurance.
- Paid \$58,412 in life premiums last year. (1% increase)
- Employees have the option to purchase supplemental life insurance.
 - Can purchase 1 or 2 times annual salary up to \$200,000.
 - Employees pay the full cost of supplemental life insurance.
 - 750 employees purchased supplemental life.
- Additional group term life provided through TCDRS.
 - Amount is 1x annual salary for employees.
 - Retirees are provided with \$5,000.
 - Collin County paid \$240,888 in premiums.

Employer Paid Life Insurance

Entity	Basic Life 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 up to \$50,000	No
Allen	1x Salary up to \$250,000	Yes - Annual Salary
Frisco	\$50,000	Yes - Annual Salary
McKinney	\$50,000	Yes - Annual Salary
Plano	\$10,000	No

All entities offer supplemental employee paid life insurance.

457(b) Deferred Compensation Plans

Employees are able to contribute up to \$18,000 annually to a 457(b) plan.

- At the age of 50, employees are eligible to contribute an additional “catch-up” amount of \$6,000 per year for a total of \$24,000 per year.
- Three years prior to retirement, employees are eligible to contribute an additional “catch-up” amount up to \$18,000 per year for a total of \$36,000 per year.

Collin County offers three 457 plans. Participation increased by 23% last year.

- | | | |
|---|---------------|-----------------|
| ➤ | AIG/VALIC – | 71 participants |
| ➤ | Mass Mutual – | 45 participants |
| ➤ | Nationwide – | 84 participants |

457 Deferred Compensation Plans

Entity	Offer 457(b) plans	Number of Vendors Offered
Collin County	Yes	3
Tarrant County	Yes	3
Denton County	Yes	2
McKinney	Yes	2
Dallas County	Yes	1
Allen	Yes	1
Frisco	Yes	1
Plano	Yes	1

Long Term Care

- Long Term Care provides nursing and custodial care benefits for assistance with daily life activities.
- Basic long term care insurance coverage provided at no cost if:
 - The employee is regular full-time
 - The employee has at least eight years of eligible service.
- Coverage levels
 - Less than eight years of service, the employee is responsible for the full cost.
 - 8-14 years of service, employees receive a basic plan.
 - 15 or more years of service, employees receive an enhanced plan.
- 723 employees have County paid long term care benefits.
 - Paid \$149,175 in long term care premiums, an increase of 4.2%, due in part to 62 policy rate increases for employees who reached 15 years of service.

Long Term Care

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

Tuition Assistance

- Tuition assistance is offered to encourage the enhancement of job-related skills.
- 100% of tuition costs are paid.
 - Maximum amount is not to exceed that which would be payable to the University of Texas at Dallas for similar courses.
 - Must receive a minimum grade of:
 - C for undergraduate work.
 - B for graduate work.
- Must remain employed with Collin County for a defined number of years based on the amount of assistance received each calendar year.

Amount Received	Years of Service Required	Repayment Liability for Early Termination
\$0 - \$2,000	1	100%
\$2,000 - \$5,000	2	100%
\$5,000 - \$7,500	3	100%
\$7,500 or more	4	100%

- Paid \$47,375 in tuition assistance to 13 employees. This is a decrease of 71%.

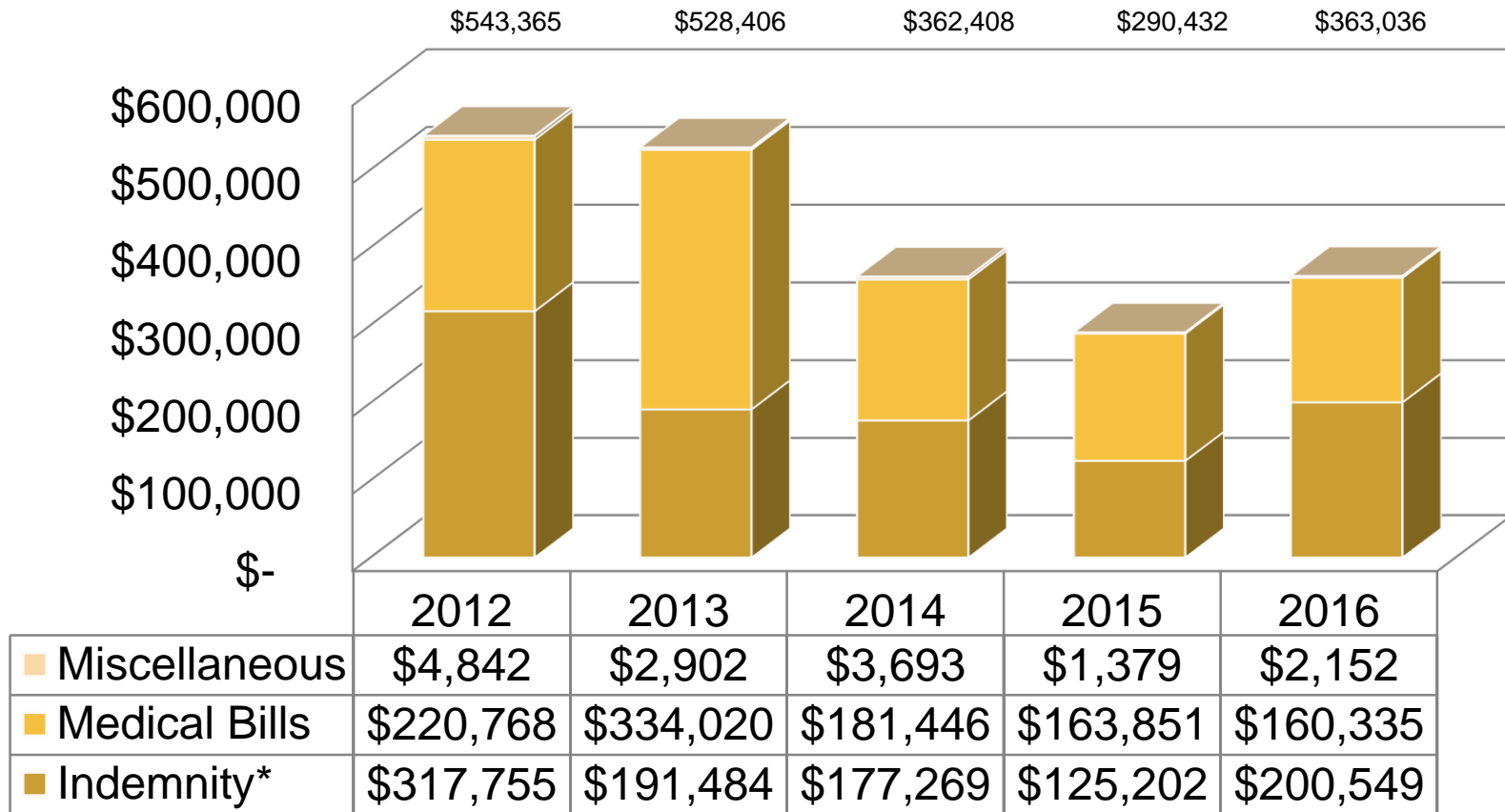
Workers' Compensation

- 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 and Constable employees who are certified peace officers acting in that capacity are covered under the Texas Constitution, Article 3, Section 52e. This statute requires Collin County to pay eligible law enforcement employees 100% of their wages until the elected official leaves office.
- Payments:
 - \$200,549 in indemnity* – 60% increase
 - \$160,335 in medical bills – 2% decrease
 - \$2,152 in miscellaneous charges – 56% increase

*Indemnity includes lost time wages and whole body impairment payments

Workers' Compensation

Workers' Compensation Expenses



*Indemnity includes lost time wages and whole body impairment payments

Elected Official Motivation/Safety Pay

Elected Official Motivation Pay

- 71 employees
- A total of 271 hours
- \$7,572 paid, an increase of 47.2% from the prior year

Elected Official Safety Pay

- There were no hours paid in 2016.
- 2015: 1,727 hours (\$46,740 paid)

Ancillary Benefits Not Provided

There are some additional ancillary benefits provided by other cities and counties that Collin County does not provide.

- Education Pay – Pay awarded to an employee for having a higher education degree.
 - Denton County
 - City of McKinney – Fire/Police
- Certification Pay – Pay awarded to an employee for obtaining/maintaining a job related certification.
 - Dallas County – Facilities
 - Denton County - Fire/Police
 - City of Frisco – Fire/Police, County Development Services
 - City of Allen – Fire/Police, Dispatchers
 - City of Plano - Fire/Police
- Language Pay - Pay awarded to an employee for fluency in secondary language
 - Denton County
 - City of Frisco
 - City of McKinney

Private Sector Benefit Comparisons

Entity	Vacation	Avg # Vacation Days	PTO	Avg # PTO Days	Sick Leave	Avg # Sick Leave Days	Funeral Leave	Paid Holidays
Collin County	----	----	✓	24 – 33	----	----	----	10
Private Sector	89%	13 - 24	44%	18 - 28	80%	9 - 11	82%	9

Entity	Longevity Pay	Shift Differential	Auto Allowance	Jury Duty
Collin County	✓	✓	✓	✓
Private Sector	2%	36%	22%	83%

Private Sector Benefit Comparisons

Entity	Short Term Disability	STD Avg Salary Replacement	STD Avg Duration	Long Term Disability	LTD Avg Salary Replacement	LTD Max Monthly Benefit
Collin County	✓	67%	26 weeks	✓	67%	\$10,000
Private Sector*	63%	62%	26 weeks	60%	56%	\$10,000

*10% of employers require employee contributions for short term disability premiums.
 7% of employers require employee contributions for long term disability premiums.

Entity	Life Insurance	Life Insurance	Long Term Care	Tuition Assistance	Tuition Assistance Avg Reimbursement
Collin County	✓	\$50,000	✓	✓	\$3,644
Private Sector	85%	*	37%	55% (undergrad) 52% (grad)	\$4,591

*78% of employers offer the life insurance benefit as a multiple of annual earnings. 1x annual salary is the most common multiple.