



ANCILLARY BENEFITS

2022 Presentation for FY2023 Budget



EMPLOYEE-PAID VOLUNTARY BENEFITS

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

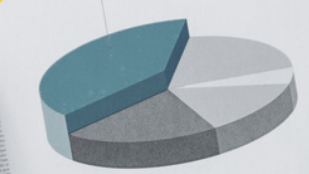
- Long Term Care (for employees with less than 8 years of service)* 
- Health Care and Dependent Care Flexible Spending Accounts* 
- Dreaded Disease, Accident, and Universal Life Insurance* 
- 457(b) Deferred Compensation Retirement 
- Supplemental Employee Life Insurance* 
- Dependent Life Insurance*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

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



Data provided in this presentation is 2021 information unless otherwise noted.

Collin County statistics are provided as of December 2021 unless otherwise noted.



COUNTY-PAID ANCILLARY BENEFITS

- Paid Leave (Paid Time Off, Catastrophic Time Off*, Compensatory Time Off)
- Overtime
- Paid Holidays
- County Longevity*
- Shift Differential*
- Call-In Pay*
- Tuition Assistance
- Court Reporter Compensatory Time*
- Stipend Pay*
- Jury Duty Pay
- Sheriff's Office Supplemental Pay*
- Sheriff's Office Retention Pay*
- Sheriff's Office Referral Program
- Short-Term Disability**
- Long-Term Disability**
- Basic Life Insurance and Basic Accidental Death & Dismemberment**
- Long Term Care (for employees with more than 8 years of service)**
- Workers' Compensation**
- Elected Official Motivation/Safety Pay**

*Specific 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	0-4 years	5-9 years	10-19 years	20+ years
Annual Accrual	24 days	27 days	30 days	33 days
Maximum Accrual	200 hours	240 hours	320 hours	400 hours
Number of employees in each category	684	383	394	215
Percentage of employees within 40 hours of the PTO maximum	24%	34%	31%	39%

PAID TIME OFF COMPARISON

Entity	Type of Leave	Annual Leave Days	PTO/Vacation Buyout	Sick Leave Buyout	Maximum Accruals
City of Garland	Vacation/Sick/Bereavement	19-44	Yes (minimum of 6 months of service)	Yes (only police and fire)	200 hours vacation. 160 hours sick
Dallas County*	Vacation/Sick/Bereavement/ Personal	23-33	Yes (full-time employee with minimum of 6 months of service)	Yes (minimum of 5 years of service)	160-240 hours vacation. Unlimited sick
Tarrant County*	Vacation/Sick/Bereavement	23-40	Yes (full-time employees)	Yes (minimum 5 years of service and in good standing)	Unlimited vacation and sick
Collin County	PTO	24-33	Yes (minimum of 1 year of service)	N/A	200-400 hours
City of Richardson*	Vacation/Sick/Bereavement	25-40	Yes (full-time employee with minimum of 2 years of service)	Yes (minimum of 1 year of service)	40-160 hours vacation. Unlimited sick
Denton County*	Vacation/Sick/Bereavement/ Personal	27-37	Yes (minimum of 1 year of service)	No	160 hours vacation. 960 sick
City of Frisco*	Vacation/Sick/Bereavement	30-37	Yes (full-time employee with minimum of 1 year of service and in good standing)	Yes (minimum of 1 year of service and in good standing)	240-320 hours vacation. Unlimited sick
City of McKinney*	Vacation/Sick/Bereavement/ Personal	31-46	Yes (full-time employees)	Yes (minimum 5 years of service and in good standing)	300 hours vacation. Unlimited sick
City of Plano	Vacation/Sick/Bereavement	33-42	Yes (minimum of 5 years of service)	Yes (minimum of 5 years of service)	480 hours vacation. Unlimited sick
City of Allen	Vacation/Sick/Bereavement/ Personal	34-40	Yes (graduate payout based on years of service)	Yes	200-320 hours vacation. Unlimited sick

*These entities award bereavement leave per event

Average Entity Annual Leave Days for Full Time Employees: 27-39

CATASTROPHIC TIME OFF

As of the end of 2021, 17% of employees carried a CTO balance.



This is a decrease of 12% from last year.



50,913 hours of catastrophic liability



\$2,158,955 total catastrophic liability



12% decrease in total dollar liability



Annually, for administrative purposes, CTO balances less than 8 hours are converted to PTO, or straight compensatory time if PTO is at or near max.



Seven employees had a balance of less than 8 hours.

17.65 hours with \$557 in CTO liability were converted from CTO to PTO/compensatory time.

Catastrophic Time Off (CTO) is no longer awarded as of August 22, 2011.

HB 2073

Effective June 15, 2021, House Bill 2073 required local governments to provide paid quarantine leave for fire fighters, peace officers, detention officers, and emergency medical technicians who are ordered to quarantine or isolate due to a possible or known exposure to a communicable disease, such as COVID-19, while on duty.

Number of hours used: 455

Amount paid: \$12,517

Number of Employees paid: 9



COMPENSATORY TIME OFF

EXEMPT

Collin County is not required to provide compensatory time off.

Each department head/elected official decides if straight comp time is allowed.

Straight compensatory time is earned on a hour-for-hour basis.

Unused straight comp time earned as an exempt employee is not paid upon termination.

Maximum Accrual Hours:

80

NON-EXEMPT

Employees may earn both premium and straight compensatory time off.

Premium comp time is earned in lieu of overtime. Straight comp time is earned when employees work during office closure.

Premium compensatory time is earned at 1.5 hours for each hour worked.

Unused premium and straight comp time is paid upon termination.

Maximum Accrual Hours:

200

COMPENSATORY TIME OFF LIABILITY

Total Premium Comp Time Liability

\$1,578,407

25% increase

Employees in exempt positions do not
earn premium comp time.


Total Straight Comp Time Liability

\$381,989

239% increase


Exempt

\$117,555 liability in 2021
\$79,319 liability in 2020

48%


Non-Exempt

\$264,433 liability in 2021
\$33,417 liability in 2020

691%


❄ Significant increase is due to the winter storm in 2021.

Total Comp Time Used

\$1,461,755

1%


Total Comp Time Buyouts Paid

\$172,817 for
4,389 hours

25%


COMPENSATORY TIME OFF COMPARISON – NON EXEMPT

Entity	Offers Employees Compensatory Time	Maximum Premium Compensatory Accrual
City of Allen	Yes	Unlimited (only specific non-exempt Parks & Rec employees hours determined by City Manager and Department)
Dallas County	Yes	240 hours (civilian). 480 hours (law enforcement)
Denton County	Yes	240 hours (civilian). 480 hours (law enforcement)
City of Richardson	Yes	240 hours (civilian). 480 hours (law enforcement)
Collin County	Yes	200 hours*
City of Garland	Yes	120 hours
City of McKinney	Yes	80 hours (civilian). 120 hours (fire)
City of Plano	Yes	80 hours
City of Frisco	Yes	40 hours
Tarrant County	No	N/A

*54 non-exempt employees exceeded the maximum premium compensatory accrual at the end of 2021.

COMPENSATORY TIME OFF BALANCE REDUCTION

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.

After last payroll of December 2021:

- 1,297 non-exempt employees had a comp time balance.
 - 65% of these balances were less than 40 hours.

- 219 non-exempt employees had a balance over 100 hours.
 - 72% increase from January 2021.

- Of the 219 non-exempt employees who had a compensatory time balance as of January 2021 over 100 hours:
 - The total required reduction was 9,873 hours.
 - The dollar liability for these hours was \$287,790.

COMPENSATORY TIME OFF NON-EXEMPT

Employees with balances greater than 200 hours

Position	2021 Combined Comp Balance	Change in Hours from 01/2020
Deputy Sheriff*	458	↑ 251
Jail Sergeant*	437	↑ 197
Jail Sergeant	431	↑ 399
Deputy Sheriff*	409	↑ 200
Inmate Program Coordinator	408	↑ 226
Detention Officer - Services*	405	↑ 169
Animal Control Supervisor	387	↑ 319
Deputy Sheriff	370	↑ 204
Detention Officer*	369	↑ 127
Jail Sergeant	344	↑ 211
Jail Sergeant	343	↑ 288
Deputy Sheriff	332	↑ 238
Jail Sergeant	323	↑ 221
Detention Officer	322	↑ 191

Position	2021 Combined Comp Balance	Change in Hours from 01/2020
Deputy Sheriff	315	↑ 220
Jail Sergeant*	306	↑ 25
Jail Sergeant	301	↑ 116
Deputy Sheriff	300	↑ 122
Detention Officer*	294	↑ 46
Detention Officer	290	↑ 148
Lieutenant*	285	↑ 53
Chief Field Agent	279	↑ 82
Detention Officer*	275	↑ 61
Felony Investigator*	274	↓ 40
Detention Officer	259	↑ 141
Crim Justice Info Spec	258	↑ 111
Detention Officer	257	↑ 141
Detention Officer	256	↑ 242

*Also exceeded 200 hours at the beginning of 2020.

COMPENSATORY TIME OFF NON-EXEMPT

Employees with balances greater than 200 hours

Position	2021 Combined Comp Balance	Change in Hours from 01/2020
Detention Officer - Transfer	255	↑ 154
Research Analyst	250	↑ 57
Detention Officer - Transfer	240	↑ 167
Detention Officer	237	↑ 151
Detention Officer	237	↑ 104
Deputy Sheriff	235	↑ 104
Deputy Sheriff	233	↑ 149
Detention Officer*	233	↑ 31
Jail Sergeant	233	↑ 34
Detention Officer - Transfer	231	↑ 41
Deputy Sheriff	230	↑ 102
Payroll Specialist*	227	↓ 77
Deputy Sheriff	226	↑ 151

Position	2021 Combined Comp Balance	Change in Hours from 01/2020
Detention Officer	225	↑ 143
Detention Officer	223	↑ 113
Deputy Sheriff	222	↑ 124
Jail Sergeant	220	↑ 52
Crim Justice Info Spec	218	↑ 45
Detention Officer	216	↑ 169
Deputy Sheriff	213	↑ 114
Early Voting Coordinator*	211	↓ 198
Jail Sergeant	210	↑ 145
Detention Officer	210	↑ 92
Detention Officer	210	↑ 64
Detention Officer	210	↑ 76
Detention Officer*	206	↓ 9

*Also exceeded 200 hours at the beginning of 2020.

PAID LEAVE LIABILITY

Type of Leave	Paid at Termination	2020 Hours Liability	2021 Hours Liability	% Change in Hours Liability	2020 Dollar Amount Liability	2021 Dollar Amount Liability	% Change in Dollar Amount Liability
Paid Time Off	Yes*	285,176	273,073	-4%	\$9,182,324	\$9,095,794	-1%
Catastrophic Time Off	No	60,706	50,913	-16%	\$2,461,208	\$2,158,955	-12%
Premium Compensatory Time	Yes	45,700	53,636	17%	\$1,267,720	\$1,578,407	25%
Straight Compensatory Time - Non-Exempt	Yes	1,115	9,742	774%	\$33,417	\$264,433	691%
Straight Compensatory Time - Exempt	No**	1,794	2,525	41%	\$79,319	\$117,555	48%

*Requires one year of service for payout.

** Unless earned in a non-exempt position.



Large increase in straight compensatory time due to office closure from February's winter storm.

OVERTIME PAY

Department Name	Overtime Cost for 2021	Total Payroll Dollars	Overtime as a % of Total Payroll
Sheriff's Office	\$1,197,270	\$31,848,013	3.8%
Juvenile Services	\$68,870	\$9,310,801	0.7%
Elections (County employees)	\$36,584	\$889,506	4.1%
Facilities	\$34,585	\$2,926,916	1.2%
Animal Services	\$29,052	\$719,622	4.0%
District Attorney	\$17,772	\$11,895,961	0.1%
Healthcare Services	\$17,173	\$4,541,495	0.4%
County Clerk	\$13,002	\$4,216,780	0.3%
Public Works	\$12,370	\$5,527,968	0.2%
Info. Technology	\$9,538	\$5,916,042	0.2%
District Clerk	\$4,759	\$3,482,312	0.1%
Community Supervision	\$4,084	\$5,709,392	<0.1%

Department Name	Overtime Cost for 2021	Total Payroll Dollars	Overtime as a % of Total Payroll
Bioterrorism	\$2,144	\$525,096	0.4%
Justice of the Peace #3	\$2,086	\$420,267	0.5%
Human Resources	\$1,810	\$1,716,589	0.1%
Medical Examiner	\$1,730	\$1,332,702	0.1%
Temporary Pool	\$1,212	\$151,024	0.8%
Constable PCT 3	\$1,088	\$976,693	0.1%
471st District Court	\$1,060	\$264,896	0.4%
Administrative Services	\$534	\$872,142	<0.1%
Budget	\$362	\$573,345	<0.1%
County Court at Law IV	\$358	\$261,356	0.1%
County Court at Law II	\$230	\$294,463	<0.1%
Fire Marshal	\$96	\$384,963	<0.1%
Magistrate	\$6	\$293,340	<0.1%

- 37,852 hours were paid to county employees at a cost of \$1,457,775
- In addition to county employee overtime, Collin County paid \$238,864 to election workers for overtime.

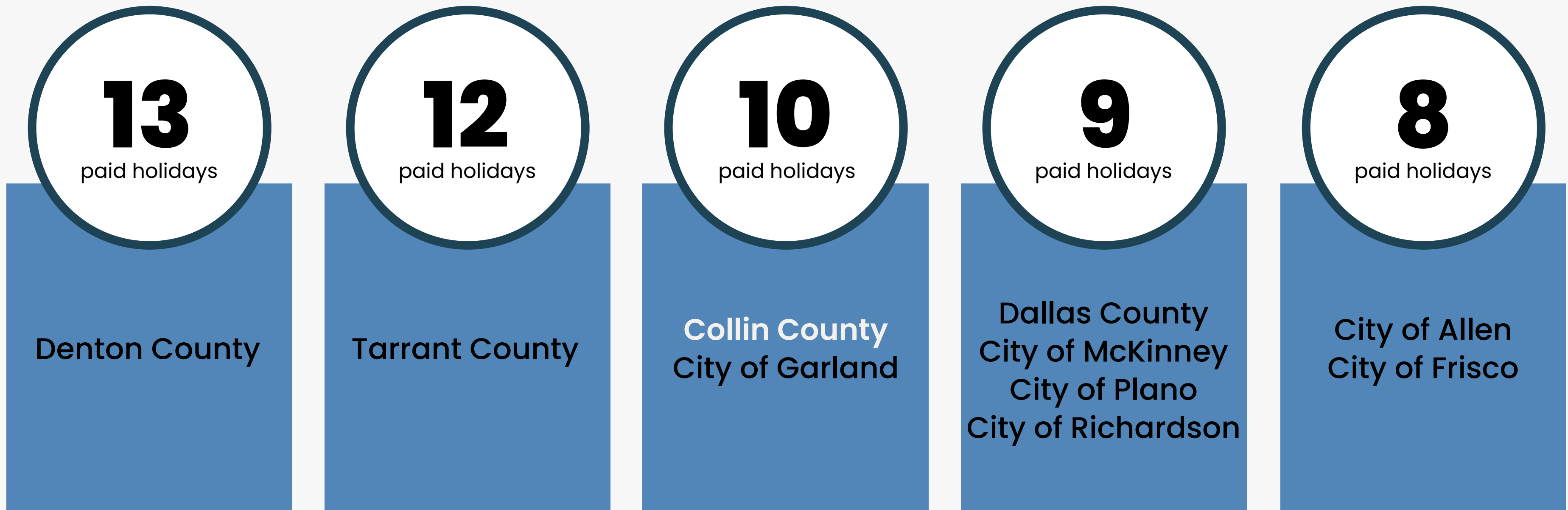
OVERTIME PAY COMPARISON

Entity	Overtime Paid in 2021	Compensatory Time Paid in 2021 (including premium & straight buyouts)	Total Paid in 2021	# of FT Employees	Average Paid per Employee
City of McKinney	\$4,833,301	\$1,354,794	\$6,188,095	1,196	\$5,174
Dallas County	\$25,764,510	\$4,215,447	\$29,979,957	6,074	\$4,936
City of Allen	\$3,415,702	\$3,144	\$3,418,846	708	\$4,829
City of Plano	\$9,309,680	\$750,815	\$10,060,495	2,212	\$4,548
City of Frisco	\$4,744,804	\$335,845	\$5,080,649	1,246	\$4,078
City of Garland	\$8,002,929	\$336,752	\$8,339,681	2,212	\$3,770
City of Richardson	\$2,935,672	N/A	\$2,935,672	941	\$3,120
Tarrant County	\$ 12,638,316	N/A	\$12,638,316	4,268	\$2,961
Collin County*	\$1,457,775	\$1,634,572	\$3,092,347	1,714	\$1,804
Denton County	\$1,402,014	\$546,685	\$1,948,699	1,631	\$1,195

*Overtime paid in 2021 excludes election workers.

PAID HOLIDAY COMPARISON

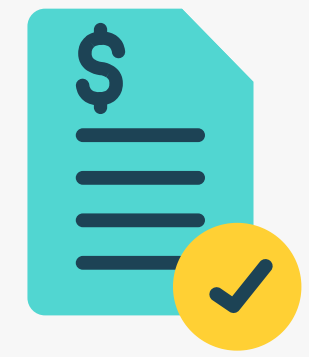
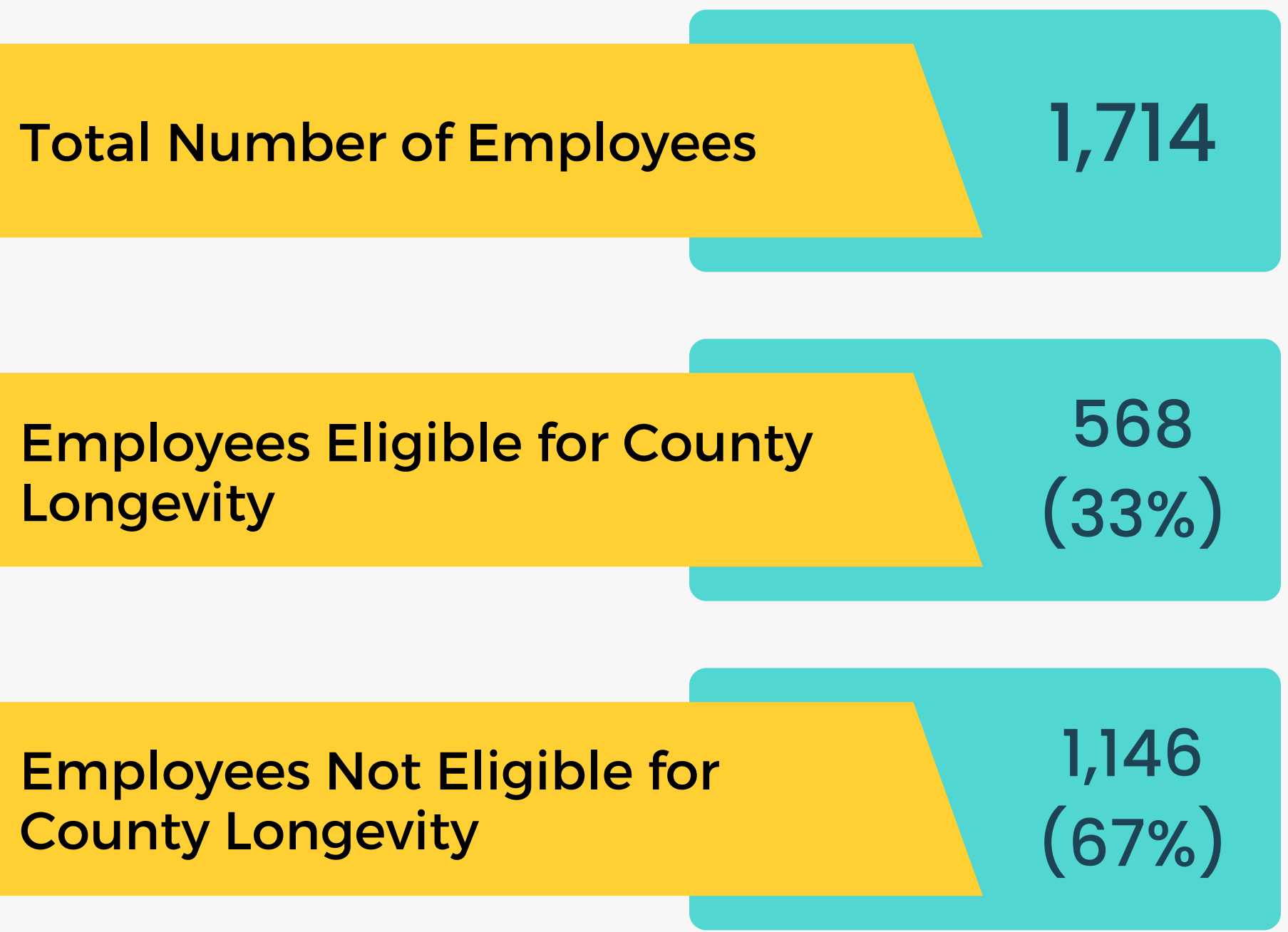
Collin County paid \$3,942,589 in holiday pay last year to regular full-time employees.



*All entities receive these holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.
City of Garland and City of Richardson have a floating holiday included in total days.

LONGEVITY PAY

County longevity is paid to full-time employees who were approved for hire by Commissioners' Court on or prior to the December 18, 2007, agenda.



Paid \$3,364,410 in 2021



3% decrease from prior year

- State-mandated longevity:
- Assistant Prosecutor Longevity (paid by the state).
 - Commissioned Deputy Longevity (includes multiple positions).

LONGEVITY PAY COMPARISON

Entity	Provides Longevity	Eligibility Requirements	Flat or Percentage Calculation	Payout at Termination	14-Year Employee
Collin County*	Yes	Approved for hire on or before the 12/18/2007 Commissioners' Court; Full-Time Employee	Percentage of Salary	Yes; only for retirees and death	\$5,215
City of Garland	Yes	3 years of service	Percentage of \$15,000	No	\$1,200
Dallas County*	Yes	1 year of service (Full-Time Law Enforcement only)	Flat	No	\$840
Denton County*	Yes	1 year of service	Flat	Yes	\$840
City of McKinney	Yes	None - immediately eligible; Full-Time Employee	Flat	Yes	\$840
Tarrant County*	Yes	1 year of service (Law Enforcement only)	Flat	No	\$780
City of Allen	Yes	1 year of service	Flat	Yes	\$672
City of Frisco	Yes	1 year of service	Flat	Police & Firefighters Only	\$672
City of Plano	Yes	1 year of service	Flat	Yes	\$672
City of Richardson	Yes	1 year of service; Full-Time Employee	Flat	Yes	\$672

*Texas counties must pay longevity for Assistant Prosecutors and Law Enforcement according to state statute. Assistant Prosecutors are reimbursed by the State; these numbers are not included.

SHIFT DIFFERENTIAL

A premium paid to exempt and non-exempt employees who work the second and third shifts for Sheriff's Office, Juvenile Detention, and Facilities as part of their regular schedule.

Second Shift

- Regularly scheduled to begin work after 2:00 p.m. (Exception for Sheriff's Office)
- Paid an additional \$0.50 per hour

Third Shift

- Regularly scheduled to begin work after 8 p.m. for 8 hour shifts and 5 p.m. for 12 hour shifts
- Paid an additional \$1.00 per hour

Second Shift

 \$12,530

 85%

Third Shift

 \$341,417

 10%

Total Paid

 \$353,948

 10%

SHIFT DIFFERENTIAL COMPARISON

Entity	Shift Differential Paid	Second Shift Differential	Third Shift Differential	Eligible Departments
Collin County	✓	\$0.50/hour	\$1.00/hour	Exempt and Non-Exempt Sheriff's Office, Juvenile Detention, and Facilities
Dallas County	✓	\$0.75/hour	\$0.75/hour	Sheriff's Office Civilian
Tarrant County	✓	\$0.65/hour	\$0.65/hour	Full-Time Non-Exempt Sheriff's Office, IT, Juvenile Services, Medical Examiner's Office, Pre-Trial Release, and Facilities Management

Denton County, City of Allen, City of Frisco, City of Garland, City of McKinney, City of Plano, and City of Richardson do not pay shift differential.

All entities surveyed have multiple shifts.

CALL-IN PAY

Paid \$4,166 of straight call-in pay to 69 employees last year.*

*This does not include call-in time that was converted to overtime pay or compensatory time off.



38% decrease
from prior year

Call-in pay provides a guaranteed minimum of two hours pay for non-exempt employees when work is necessitated because of an unforeseen emergency situation under either of the following conditions:

Called back to work after leaving their work location.

Called in to work on a scheduled day off.

COURT REPORTER COMPENSATORY TIME

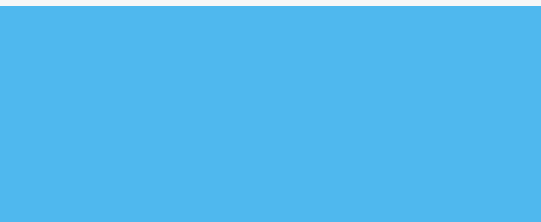
Court Reporters in a district court or county court at law receive court reporter compensatory time in accordance with Texas Government Code statute 52.042.

- Hours are to be used when the court reporter is unable to perform their duties due to other official work.
- Each year 240 hours are awarded January 1st.
- Any remaining balance is forfeited at the end of the calendar year.



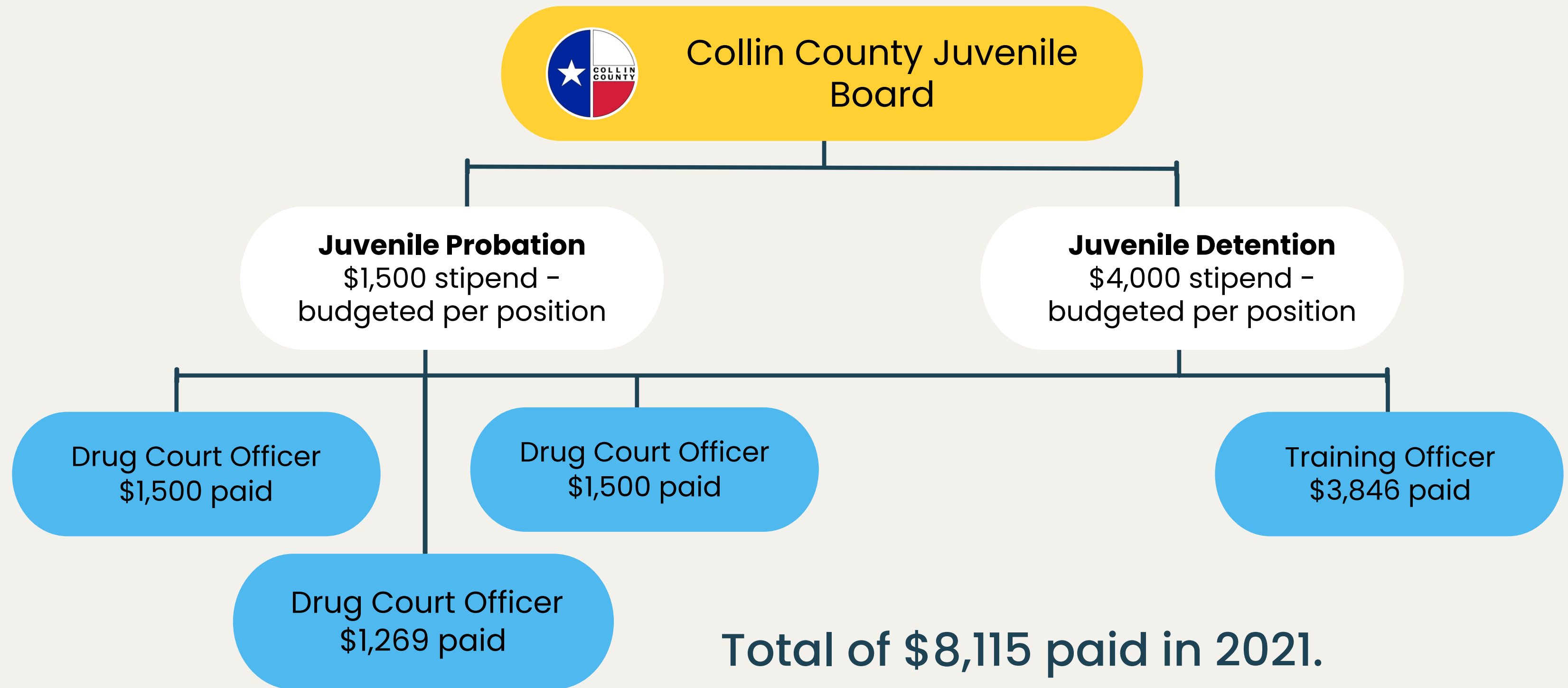
In 2021, 13 court reporters used their court reporter compensatory time as follows:

- 1 used all 240 hours.
- 1 used between 200–239 hours.
- 3 used between 100–199 hours.
- 8 used between 1–99 hours.



Paid \$62,506 in 2021, a 44% decrease from previous year.

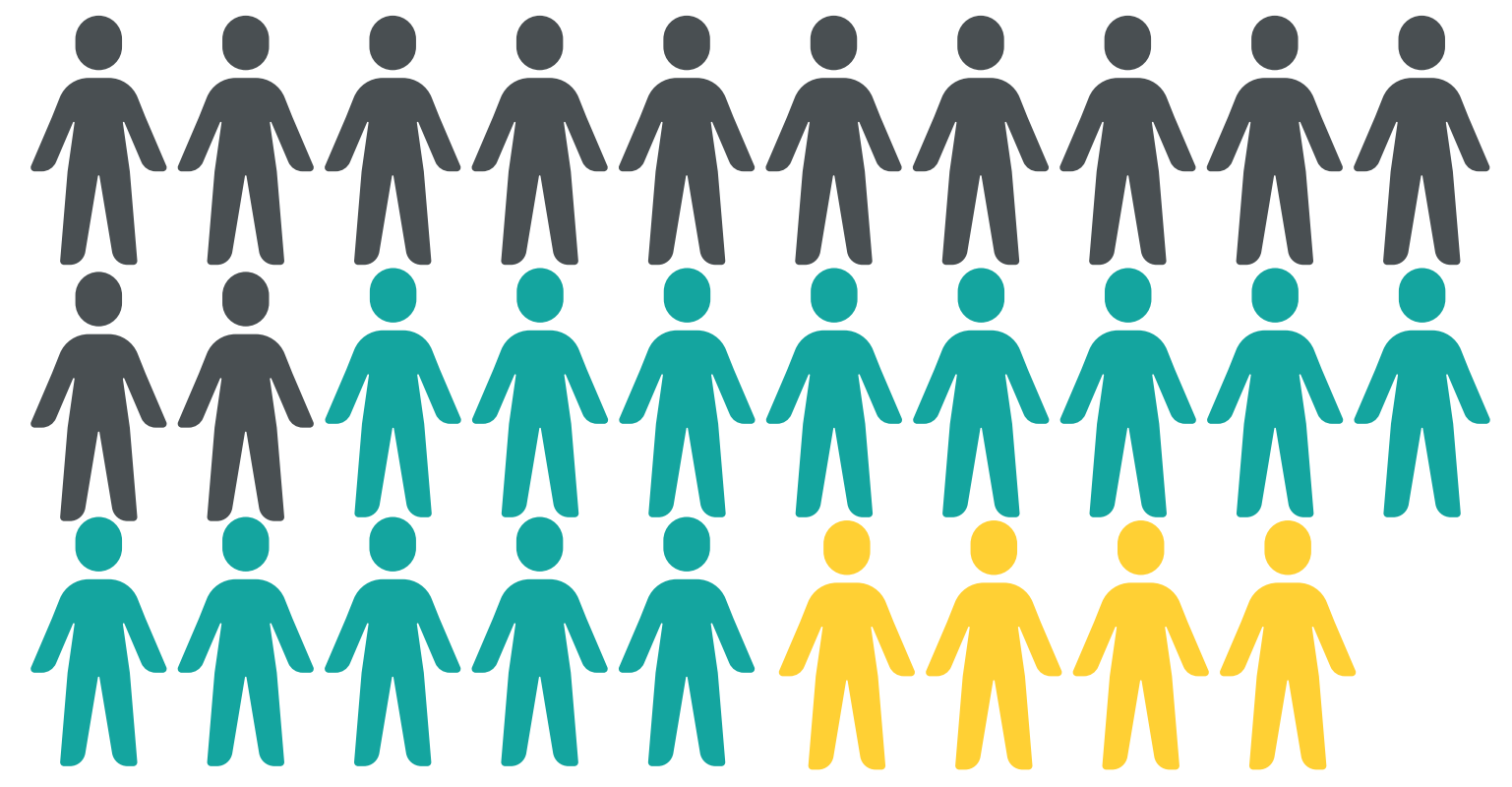
STIPEND PAY – JUVENILE



Stipends began in October 2012 and must be renewed by the Juvenile Board each year. The money for these stipends comes from Juvenile Probation's out-of-county sex offender revenues.

STIPEND PAY- CSCD

SPECIALIZED CASELOAD STIPEND



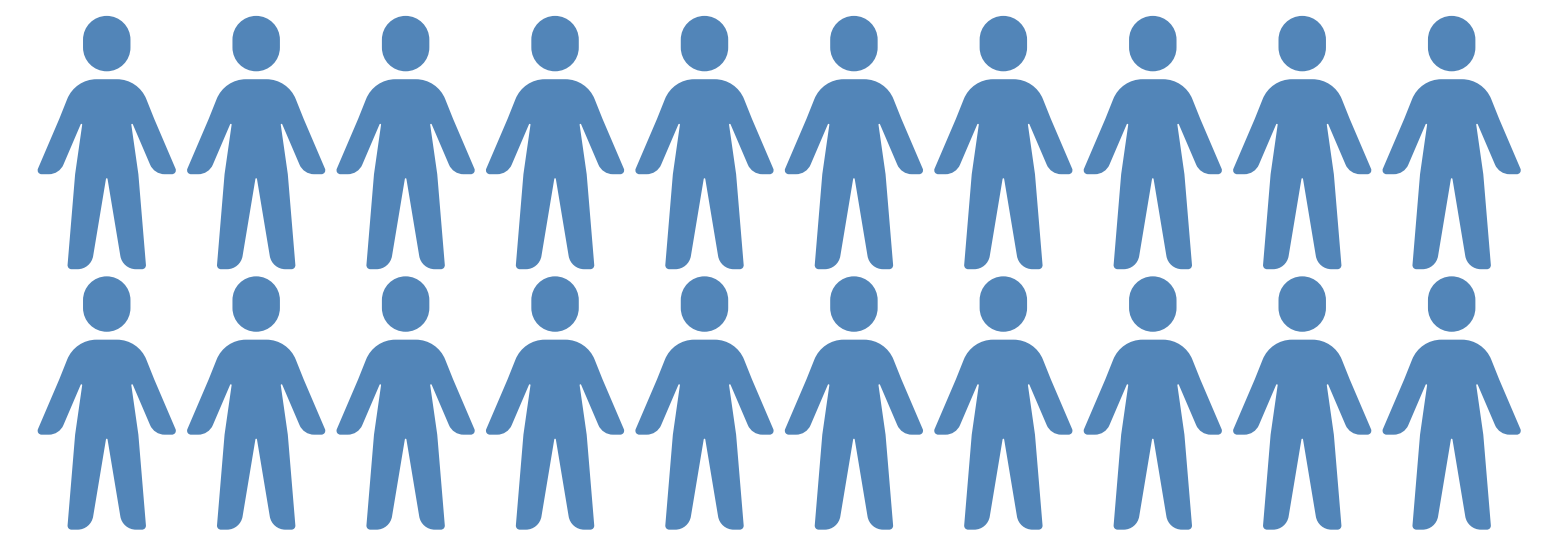
12 for \$1,170 per year

13 for \$1,560 per year

4 for \$2,210 per year

Total: 29 for \$43,160 per year

LANGUAGE STIPEND



20 for \$1,300 per year

Total: \$26,000 per year

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.



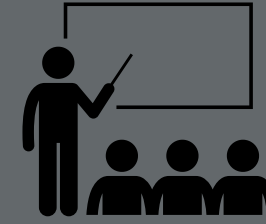
Equipment
Allowance



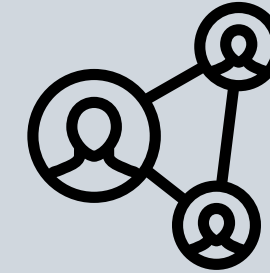
Special
Unit Pay



Certification
Pay



Training
Officer
Pay



Referral
Pay



Retention
Pay

SHERIFF'S OFFICE SUPPLEMENTAL PAY

Covered in detail in the Law Enforcement presentation.

JURY DUTY PAY

Jury duty stats for 2021:

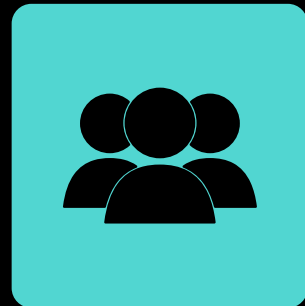
Collin County pays employees for their time off when they are summoned to serve on a jury.

44
employees

\$15,015
paid

222%
increase

All other entities offer pay for jury duty.



City of Allen
City of Frisco
City of McKinney
City of Garland
City of Richardson
City of Plano

Dallas County
Denton County
Tarrant County

SHORT-TERM AND LONG-TERM DISABILITY

Collin County pays the entire cost of short-term and long-term disability benefits.

Short-Term Disability

Short-term disability is self-funded.

- Claims Paid: \$178,796
 - An increase of 23%
- Admin Fees: \$39,331
 - A decrease of 1%



Long-term disability is fully insured with BlueCross BlueShield.

- Premium Paid: \$239,173
- An increase of 1%

Long-Term Disability

SHORT-TERM DISABILITY COMPARISON

Entity	Benefit Paid By	Salary Replacement %	Waiting Period	Duration
City of Garland**	Employer	80%	7 Days	16 Weeks
Collin County	Employer	67%	14 Days	26 Weeks
City of Frisco*	Employer	40%	14 Days	26 Weeks
City of Plano* **	Employee	60-100%	21 Days	26 Weeks
City of Allen* **	Employee	60%	14 Days	26 Weeks
City of McKinney*	Employee	60%	0-14 Days	12-24 weeks
Dallas County*	Employee	Up to 60%	7-14 days	26 Weeks
Denton County	Not Offered	N/A	N/A	N/A
Tarrant County*	Not Offered	N/A	N/A	N/A
City of Richardson*	Not Offered	N/A	N/A	N/A

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

**Must exhaust all accrued sick leave.

LONG-TERM DISABILITY COMPARISON

Entity	Benefit Paid By	Salary Replacement %	Maximum Monthly Benefit Amount	Waiting Period
Collin County	Employer	67%	\$15,000	180 Days
City of Allen**	Employer	60%	\$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
City of Frisco**	Employer	60%	\$5,500	180 Days
City of McKinney* **	Employer	60%	\$5,000	180 Days
City of Plano* **	Employer	40%	\$5,000	180 Days
City of Richardson**	Employer	60%	\$5,000	120 Days
City of Garland	Employee	Up to 60%	N/A	180 Days

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

**No maximum sick leave accrual limit.

LIFE INSURANCE

Basic Life Insurance

Paid by the county.



Supplemental Life Insurance

Paid by the employee.

Dependent Supplemental Life Insurance

Paid by the employee.

\$134,274
spent in
premiums

845
employees
purchased
coverage

803
employees
purchased
coverage

Coverage:
1.5 times employee's annual
base pay plus \$50,000 up to
\$300,000.

Coverage:
\$5,000 for spouse and \$2,000
for child(ren); up to age 26.

Coverage:
1 or 2 times base pay
up to \$400,000.

EMPLOYER-PAID LIFE INSURANCE COMPARISON

Entity	Amount of Basic Life Coverage	Retirement Plan Includes Group Term Life Benefit
City of Plano	4x Salary up to \$510,000	No
Denton County	1x Salary up to \$350,000	Yes - Annual Salary
Tarrant County	1x Salary up to \$350,000	No
City of McKinney	1x Salary up to \$300,000 (\$60,000 minimum)	Yes - Annual Salary
Collin County	1.5x Salary & \$50,000 up to \$300,000	No
City of Allen	1x Salary up to \$250,000	Yes - Annual Salary
Dallas County	1x Salary up to \$50,000	No
City of Richardson	2x Salary up to \$50,000	No
City of Frisco	\$50,000 / \$150,000 for uniform police and fire	Yes - Annual Salary
City of Garland	\$50,000	Yes - Annual Salary

All entities offer supplemental employee-paid life insurance.

457(B) DEFERRED COMPENSATION



AIG



Empower



Nationwide

Employees are able to contribute up to \$19,500 annually to a 457(b) plan.

There are additional contribution options for employees at age 50 and also three years prior to retirement.

457(B) PLAN COMPARISON

1
plan

Dallas County
City of Allen
City of Frisco
City of Garland
City of Plano

2
plans

Denton County
City of McKinney
City of Richardson

3
plans

Collin County
Tarrant County

LONG TERM CARE

Coverage Levels

15+ years
of service

Employee receives enhanced plan.

8-14 years of service

Employee receives basic plan.

< 8 years of service

Employee is responsible for full premium cost.

674

employees have county-paid long term care benefits.

\$246,647

paid in long term care premiums.

90

day waiting period before benefit goes into effect.

No other entities surveyed offer long term care benefits.

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 \$22,442 in tuition assistance to 5 employees in 2021.

No tuition assistance benefit was paid in 2020.

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. Eligible law enforcement employees are paid 100% until the Sheriff leaves office or the employee returns to work under Texas Constitution Article 3 Section 52e.

Effective June 14, 2021, through September 1, 2023, SB 22 creates a presumption for peace officers, firefighters, EMTs, detention officers and custodial officers that any COVID-19 diagnosis occurred in the course and scope of employment. The presumption applies to a) full-time workers; b) who have a positive test; and c) were on duty within 15 days of being diagnosed with a positive test.



\$90,168 paid in indemnity.

Includes lost time wages and whole body impairment payments.

↓ 37%



\$193,052 paid in medical bills.

↑ 28%

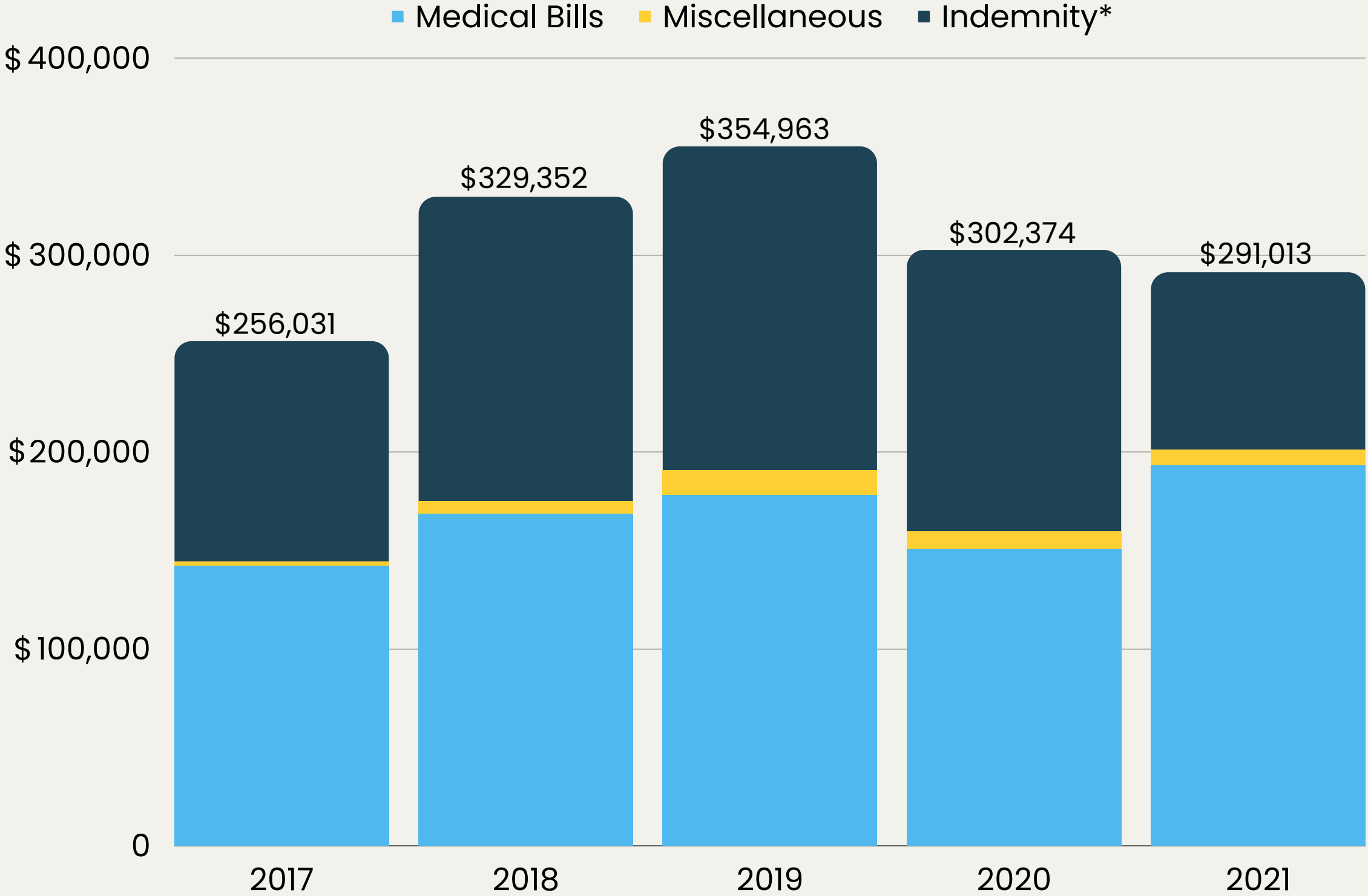


\$7,793 paid in miscellaneous charges.

↓ 11%

WORKERS' COMPENSATION EXPENSES

<p>2017</p> <p>Medical: \$141,872 Miscellaneous: \$2,179 *Indemnity: \$111,980</p>	<p>2020</p> <p>Medical: \$150,657 Miscellaneous: \$8,718 *Indemnity: \$142,999</p>
<p>2018</p> <p>Medical: \$168,392 Miscellaneous: \$6,499 *Indemnity: \$154,461</p>	<p>2021</p> <p>Medical: \$193,052 Miscellaneous: \$7,793 *Indemnity: \$90,168</p>
<p>2019</p> <p>Medical: \$177,910 Miscellaneous: \$12,566 *Indemnity: \$164,487</p>	



*Indemnity includes lost time wages and whole body impairment payments.

ELECTED OFFICIAL MOTIVATION/SAFETY PAY

Motivation Pay.



4 Employees



14 hours



\$519 paid, decrease of 87%

Safety Pay.



67 Employees



72 hours



\$1,367 paid, decrease of 83%

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.

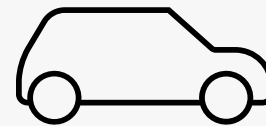
Dallas County - Detention Officers, Deputies, and Communications Technicians
 Denton County
 City of Frisco - Fire/Police
 City of Garland - Fire/Police
 City of McKinney - Fire/Police
 City of Richardson - Fire/Police



Language Pay* - Pay awarded to an employee for fluency in secondary language.

Dallas County
 Denton County
 City of Frisco
 City of Garland - Fire/Police
 City of McKinney
 City of Richardson

*CSCD does offer Language Pay.



Auto Allowance - Pay to an employee for using their personal vehicle for work related purposes.

Dallas County
 Denton County
 Tarrant County
 City of Frisco
 City of McKinney
 City of Plano
 City of Richardson

Collin County removed Auto Allowance in FY 2022 by rolling into salary.



Retiree Insurance - Employer contributes to medical insurance when an employee retires.

Dallas County
 Denton County
 Tarrant County
 City of Frisco*
 City of Garland
 City of Plano*
 City of Richardson

*Retirees pay active employee rate.