

2023 Presentation
for FY2024 Budget



ANCILLARY BENEFITS



COUNTY-PAID ANCILLARY BENEFITS

Data provided in this presentation is 2022 information unless otherwise noted.

Collin County statistics are provided as of December 2022, unless otherwise noted.

- 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 Accidental Death & Dismemberment**
- Long Term Care (for employees with more than eight years of service)**
- Workers' Compensation**
- Elected Official Motivation/Safety Pay**
- UnitedHealthcare Employee Assistance Program* **
- BlueCross BlueShield Employee Assistance Program**

*Specific employees only.

**CSCD and state employees are not eligible.

PAID LEAVE

Paid Time Off (PTO) is based on an employee's 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	715	411	356	235
Percentage of employees within 40 hours of the PTO maximum	19%	30%	30%	40%

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/Personal	20-47	Yes (minimum of 6 months of service)	Yes (only Police and Fire) (Police: 720 hrs. Fire: staff-771 hrs. & shift-1,080 hrs.)	200 hours vacation. Unlimited sick (Police and Fire only)
Dallas County	Vacation/Sick/Personal	22-33	Yes (full-time employees)	Yes (full-time employee with minimum of 5 years of service)	160-240 hours vacation. Unlimited sick
Tarrant County*	Vacation/Sick/Bereavement	23-40	Yes (full-time employees)	Yes (full-time employee with minimum 5 years of service and in good standing)	Unlimited vacation and sick
Collin County	PTO	24-33	Yes (full-time employees with a minimum of 1 year of service)	N/A	200-400 hours
Denton County*	Vacation/Sick/Bereavement/Personal	27-37	Yes (minimum of 1 year of service)	No	160 hours vacation. 960 hours 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 (full-time employee with 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 (full-time employee with minimum of 5 years of service)	480 hours vacation. Unlimited sick
City of Allen	Vacation/Sick/Bereavement/Personal	34-40	Yes	Yes (minimum of 5 years of service)	200-320 hours vacation. Unlimited sick
City of Richardson*	Vacation/Sick/Bereavement	35-40	Yes (full-time employee with minimum of 2 years of service)	Yes (full-time employee with minimum of 1 year of service)	120-160 hours vacation. Unlimited sick

*These entities award bereavement leave per event

CATASTROPHIC TIME OFF

As of the end of 2022, 14% of employees carried a CTO balance.



This is a decrease of 16% from last year.



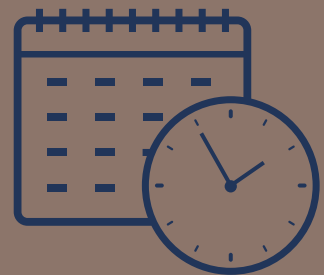
42,731 hours of catastrophic liability



\$1,896,117 total catastrophic liability



12% decrease in total dollar liability



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



Three employees had a balance of less than eight hours.

4.38 hours with \$201 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: 1,429

Amount paid: \$40,235

Number of Employees paid: 37



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 an hour-for-hour basis.

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

Maximum Accrual Hours:



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:



COMPENSATORY TIME OFF LIABILITY

Total Premium Comp Time Liability

\$1,924,914

22% increase

69,161 hours earned in 2022

Employees in exempt positions do not earn premium comp time.

Total Straight Comp Time Liability

\$403,688
6% increase

Exempt

15%

\$100,013 liability in 2022
\$117,555 liability in 2021

2,538 hours earned in 2022

Non-Exempt

15%

\$303,675 liability in 2022
\$264,433 liability in 2021

9,425 hours earned in 2022

Total Comp Time Used

\$1,755,303 for
59,988 hours

20%



Total Comp Time Buyouts Paid

\$269,669 for
7,305 hours

9%



COMPENSATORY TIME OFF COMPARISON – NON EXEMPT

Entity	Offers Employees Compensatory Time	Maximum Premium Compensatory Accrual
City of Allen	Yes	Unlimited (only specific 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 and Fire). 480 hours (Law Enforcement)
City of Richardson	Yes	240 hours (Civilian). 480 hours (Law Enforcement and Fire)
Collin County	Yes	200 hours*
City of Garland	Yes	120 hours
City of McKinney	Yes	80 hours (Civilian and Law Enforcement). 120 hours (Fire)
City of Plano	Yes	80 hours
City of Frisco	Yes	40 hours
Tarrant County	No	N/A

*60 non-exempt employees exceeded the maximum premium compensatory accrual at the end of 2022.

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.

1,307 non-exempt employees had a comp time balance.

61% of these balances were less than 40 hours.

262 non-exempt employees had a balance over 100 hours.

20% increase from the previous year.

Of the 262 non-exempt employees who had a compensatory time balance over 100 hours:

The total required reduction was 13,053 hours.

The dollar liability for the hours to be reduced was \$397,155.

COMPENSATORY TIME OFF NON-EXEMPT

Employees with balances greater than 200 hours.

Position	2022 Combined Comp Balance	Change in Hours from Previous Year
Deputy Sheriff	570	373 ↑
Deputy Sheriff*	539	82 ↑
Jail Sergeant*	533	191 ↑
Detention Officer*	500	92 ↑
Court Officer*	455	122 ↑
Jail Sergeant*	435	112 ↑
Detention Officer*	429	173 ↑
Jail Sergeant*	427	3 ↓
Inmate Program Coordinator*	418	9 ↑
Jail Sergeant	406	235 ↑
Deputy Sheriff	388	215 ↑
Detention Officer*	386	96 ↑
Detention Officer*	385	176 ↑
Deputy Sheriff	382	190 ↑

Position	2022 Combined Comp Balance	Change in Hours from Previous Year
Deputy Sheriff*	377	77 ↑
Jail Sergeant*	375	69 ↑
Deputy Sheriff	371	223 ↑
Detention Officer*	367	144 ↑
Detention Officer	351	296 ↑
Detention Officer*	344	128 ↑
Detention Officer	327	214 ↑
Jail Sergeant*	325	112 ↓
Detention Officer	319	249 ↑
Deputy Sheriff	318	259 ↑
Detention Officer*	317	107 ↑
Detention Officer*	311	94 ↓
Detention Officer	301	110 ↑
Detention Officer	297	250 ↑

*Also exceeded 200 hours at the beginning of 2021.

COMPENSATORY TIME OFF NON-EXEMPT

Employees with balances greater than 200 hours.

Position	2022 Combined Comp Balance	Change in Hours from Previous Year
Detention Officer	296	125 ↑
Deputy Sheriff	295	214 ↑
Animal Control Supervisor*	292	95 ↓
Corporal*	292	66 ↑
Jail Sergeant*	291	10 ↓
Detention Officer	291	142 ↑
Detention Officer*	290	31 ↑
Jail Sergeant*	284	60 ↓
Detention Officer*	282	12 ↓
Deputy Sheriff	277	104 ↑
Detention Officer	275	246 ↑
Jail Case Officer	270	75 ↑
Detention Officer	269	153 ↑
Deputy Sheriff*	269	35 ↑

Position	2022 Combined Comp Balance	Change in Hours from Previous Year
Detention Officer	267	251 ↑
Jail Sergeant	265	96 ↑
Deputy Sheriff	263	134 ↑
Detention Officer	263	74 ↑
Deputy Sheriff*	262	53 ↓
Detention Officer	256	179 ↑
Chief Field Agent*	254	25 ↓
Deputy Sheriff	250	53 ↑
Detention Officer	248	81 ↑
Deputy Sheriff*	247	17 ↑
Jail Sergeant*	247	36 ↑
Deputy Sheriff*	245	20 ↑
Detention Officer	244	142 ↑
Detention Officer	242	56 ↑

*Also exceeded 200 hours at the beginning of 2021.

COMPENSATORY TIME OFF NON-EXEMPT

Employees with balances greater than 200 hours.

Position	2022 Combined Comp Balance	Change in Hours from Previous Year
Detention Officer	239	117 ↑
Sergeant	234	99 ↑
Detention Officer	233	89 ↑
Felony Investigator*	233	41 ↓
Detention Officer	232	141 ↑
Grant Resource Administrator	230	60 ↑
Deputy Sheriff	230	69 ↑
Detention Officer	228	139 ↑
Deputy Sheriff	228	119 ↑
Detention Officer	224	118 ↑
Detention Officer	223	187 ↑
Jail Sergeant	222	174 ↑
Deputy Sheriff	222	74 ↑

Position	2022 Combined Comp Balance	Change in Hours from Previous Year
Dispatcher	221	59 ↑
Detention Officer	220	119 ↑
Detention Officer	220	71 ↑
Detention Officer	216	135 ↑
Jail Sergeant*	216	69 ↓
Deputy Sheriff	215	25 ↑
Detention Officer	215	87 ↑
Detention Officer	214	71 ↑
Detention Officer	210	139 ↑
Detention Officer*	210	45 ↓
Events Coordinator	209	118 ↑
Detention Officer	208	52 ↑
Deputy Sheriff*	208	15 ↓

*Also exceeded 200 hours at the beginning of 2021.

PAID LEAVE LIABILITY

Type of Leave	Paid at Termination	2021 Hours Liability	2022 Hours Liability	% Change in Hours Liability	2021 Dollar Amount Liability	2022 Dollar Amount Liability	% Change in Dollar Amount Liability
Paid Time Off	Yes*	273,073	269,818	-1%	\$9,095,794	\$9,268,011	2%
Catastrophic Time Off	No	50,913	42,731	-16%	\$2,158,955	\$1,896,117	-12%
Premium Compensatory Time	Yes	53,636	63,611	19%	\$1,578,407	\$1,924,914	22%
Straight Compensatory Time - Non-Exempt	Yes	9,742	10,430	7%	\$264,433	\$303,675	15%
Straight Compensatory Time - Exempt	No**	2,525	2,061	-18%	\$117,555	\$100,013	-15%

*Requires one year of service for payout.

** Unless earned in a non-exempt position.

OVERTIME PAY

Department Name	Overtime Hours for 2021	Overtime Hours for 2022	Overtime Cost for 2022	Total Payroll Dollars	Overtime as a % of Total Payroll
Sheriff's Office	31,040	59,650	\$2,299,313	\$35,644,259	6.5%
Juvenile Services	1,676	18,825	\$811,547	\$10,132,310	8.0%
Elections (County employees)	1,019	3,496	\$126,485	\$1,034,090	12.2%
Facilities	910	2,153	\$80,448	\$3,367,782	2.4%
Animal Services	949	1,161	\$36,940	\$755,719	4.9%
Information Technologies	212	582	\$26,820	\$6,038,920	0.4%
Public Works	336	363	\$14,327	\$5,737,670	0.2%
District Attorney	291	181	\$11,986	\$11,709,471	0.1%
Constable PCT 3	22	188	\$10,206	\$1,015,653	1.0%
Temporary Pool	81	226	\$5,091	\$266,238	1.9%
Medical Examiner	33	76	\$4,109	\$1,400,179	0.3%
County Clerk	386	.25	\$6	\$4,364,154	<0.1

- 86,900 hours were paid to county employees at a cost of \$3,427,278.
- In addition to county employee overtime, Collin County paid \$568,404 to election workers for overtime.
- 2021 overtime hours only shows those departments earning overtime in both years.

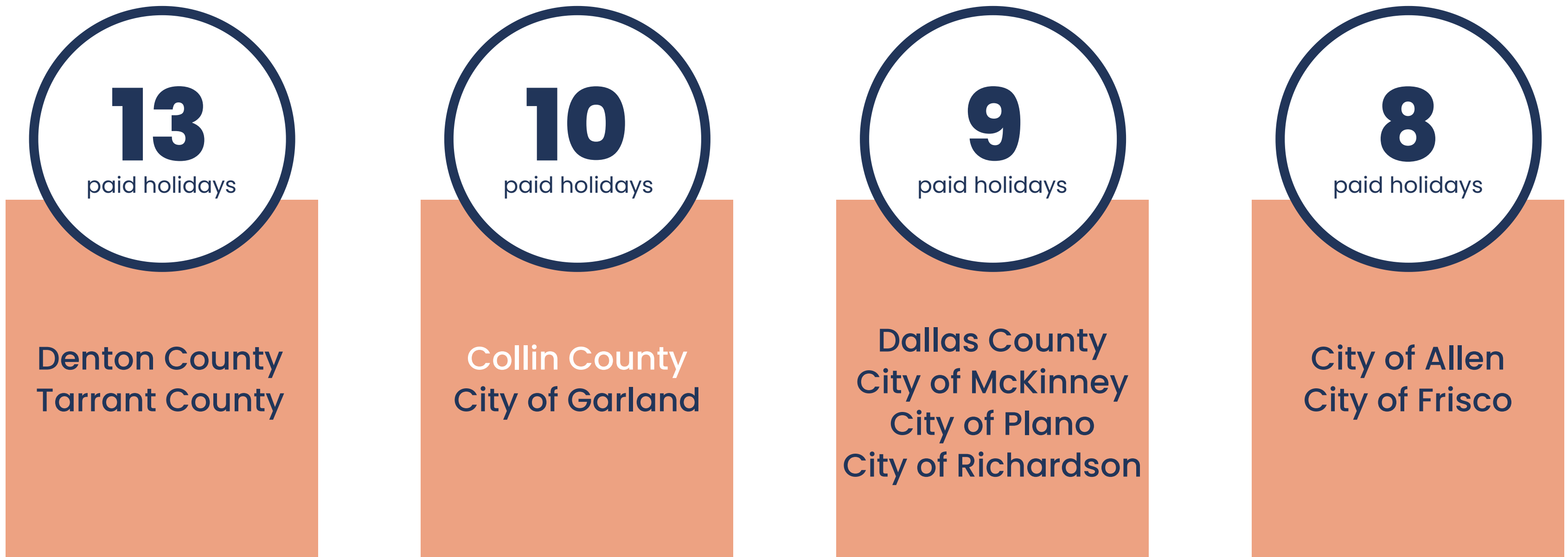
OVERTIME PAY COMPARISON

Entity	Overtime Paid in 2022	Compensatory Time Paid in 2022 (including premium & straight buyouts)	Total Paid in 2022	# of FT Employees	Average Paid per Employee
City of McKinney	\$5,866,353	\$1,769,914	\$7,636,267	1,243	\$6,143
City of Plano	\$11,059,485	\$938,324	\$11,997,809	2,267	\$5,292
City of Allen	\$3,893,021	\$0	\$3,893,021	738	\$5,275
Dallas County	\$29,408,102	\$3,045,327	\$32,453,429	6,182	\$5,250
City of Garland	\$8,979,914	\$482,816	\$9,462,730	2,031	\$4,659
City of Frisco	\$5,638,791	\$359,311	\$5,998,102	1,288	\$4,657
Denton County	\$4,447,622	\$2,210,790	\$6,658,412	1,580	\$4,214
Tarrant County	\$16,669,578	N/A	\$16,669,578	4,814	\$3,463
Collin County*	\$3,427,278	\$2,024,972	\$5,452,250	1,759	\$3,100
City of Richardson	\$2,485,062	N/A	\$2,485,062	948	\$2,621

*Overtime paid in 2022 excludes election workers.

PAID HOLIDAY COMPARISON

Collin County paid \$3,705,351 in holiday pay last year to regular full-time employees.

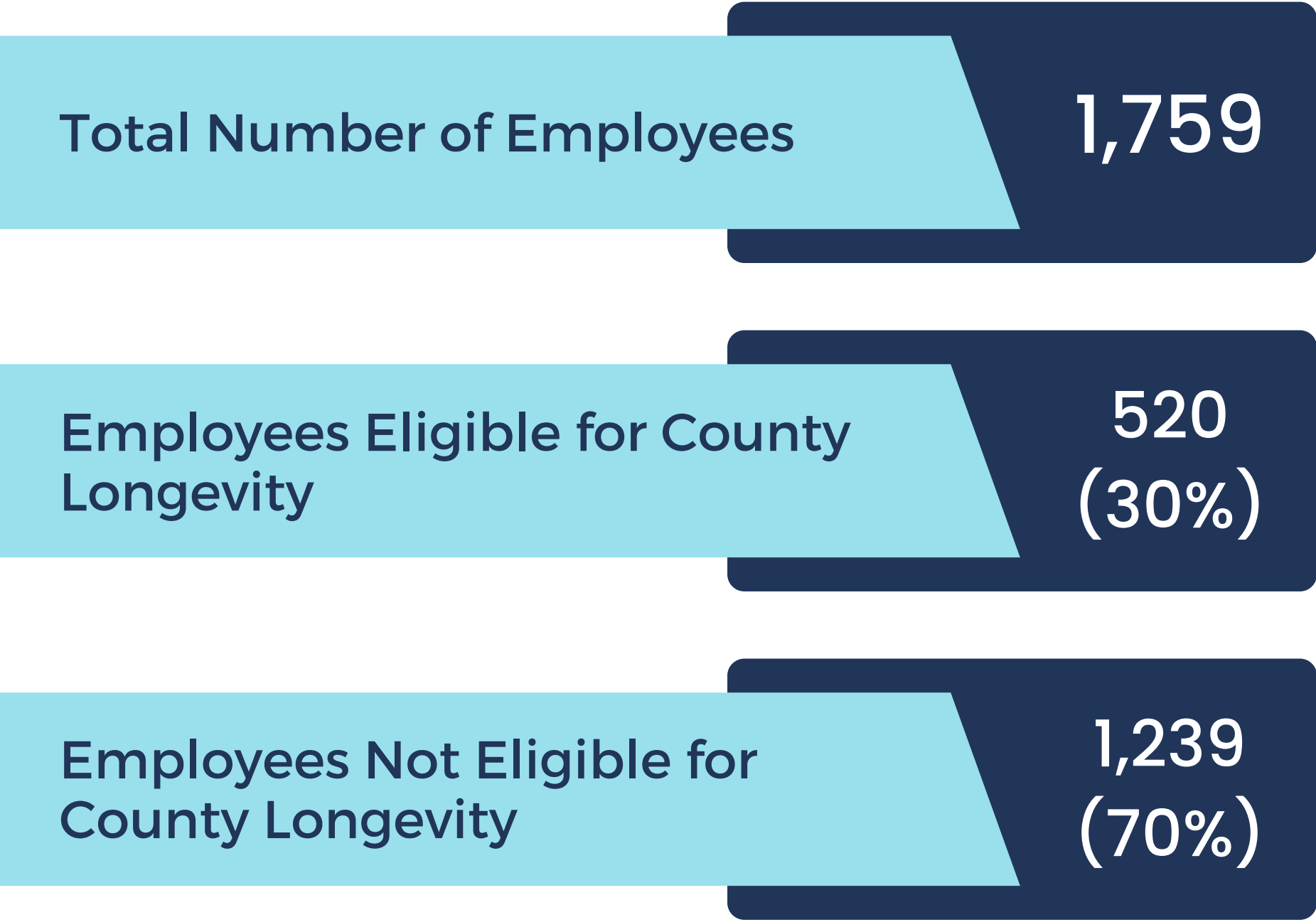


All entities receive these holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving Day and Christmas Day.

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 \$3,269,935 in 2022



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	15-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	\$6,530
City of Frisco	Yes	1 year of service	Flat	Police & Firefighters Only	\$1,440
City of Garland	Yes	3 years of service; Full-Time Employee	Percentage of \$15,000	No	\$1,275
City of McKinney	Yes	None - immediately eligible; Full-Time Employee	Flat	Yes	\$900
Denton County*	Yes	1 year of service	Flat	Yes	\$900
Dallas County*	Yes	1 year of service (Full-Time Law Enforcement only)	Flat	No	\$900
Tarrant County*	Yes	1 year of service (Full-Time Law Enforcement only)	Flat	No	\$840
City of Allen	Yes	1 year of service	Flat	Yes	\$720
City of Plano	Yes	1 year of service; Full-Time Employee	Flat	Yes	\$720
City of Richardson	Yes	1 year of service; Full-Time Employee	Flat	Yes	\$720

*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, Medical Examiner's Office 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

 \$11,297

 10%

Third Shift

 \$395,886

 16%

Total Paid

 \$407,183

 15%

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, Medical Examiner's Office, and Facilities
Dallas County	✓	\$0.75/hour	\$0.75/hour	Sheriff's Department, Specific Clerk Positions, Juvenile Detention, and Facilities
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 \$4,883 of straight call-in pay to 61 employees last year.*

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



17% increase
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.

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 \$15,408 in tuition assistance to 3 employees in 2022.



31% decrease in amount paid from prior year.

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.



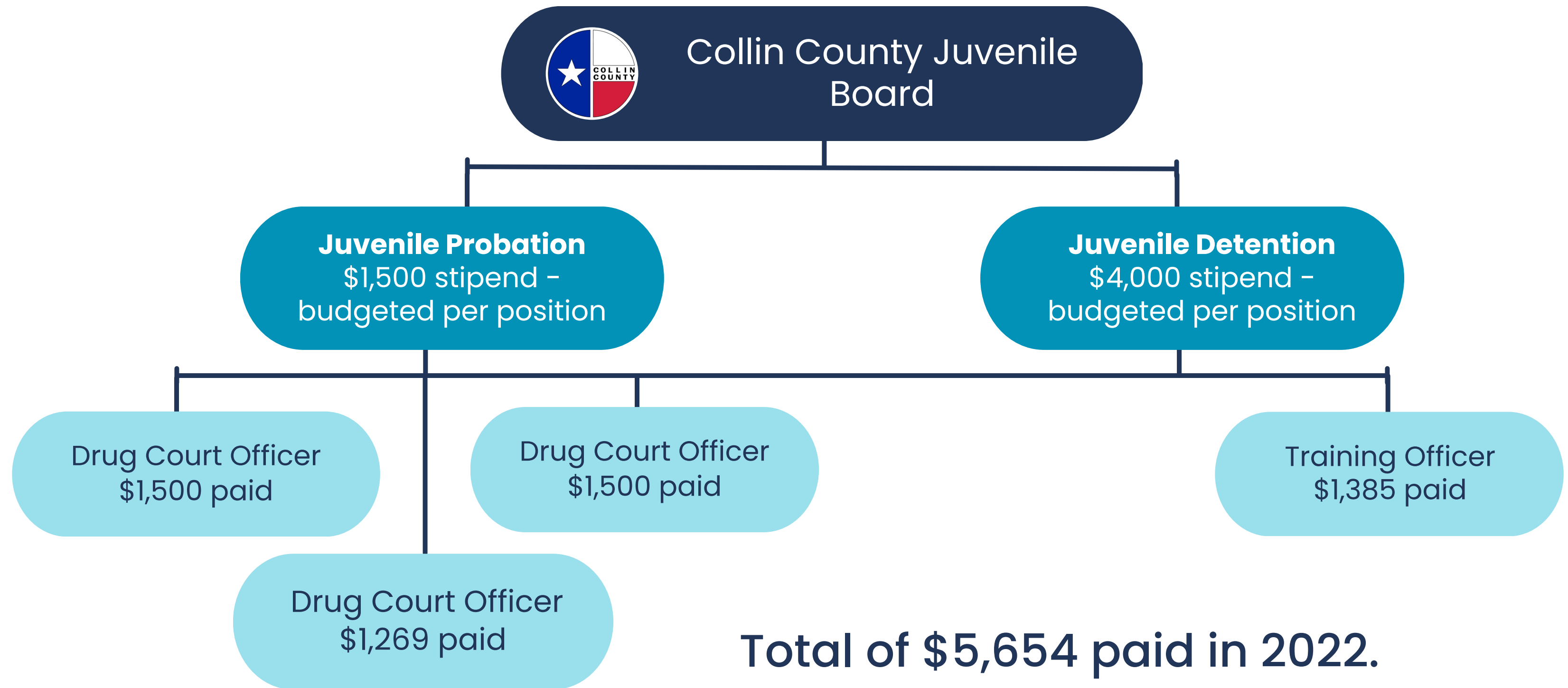
In 2022, 16 court reporters used their court reporter compensatory time as follows:

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



Paid \$114,570 for hours used in 2022, an 83% increase from previous year.

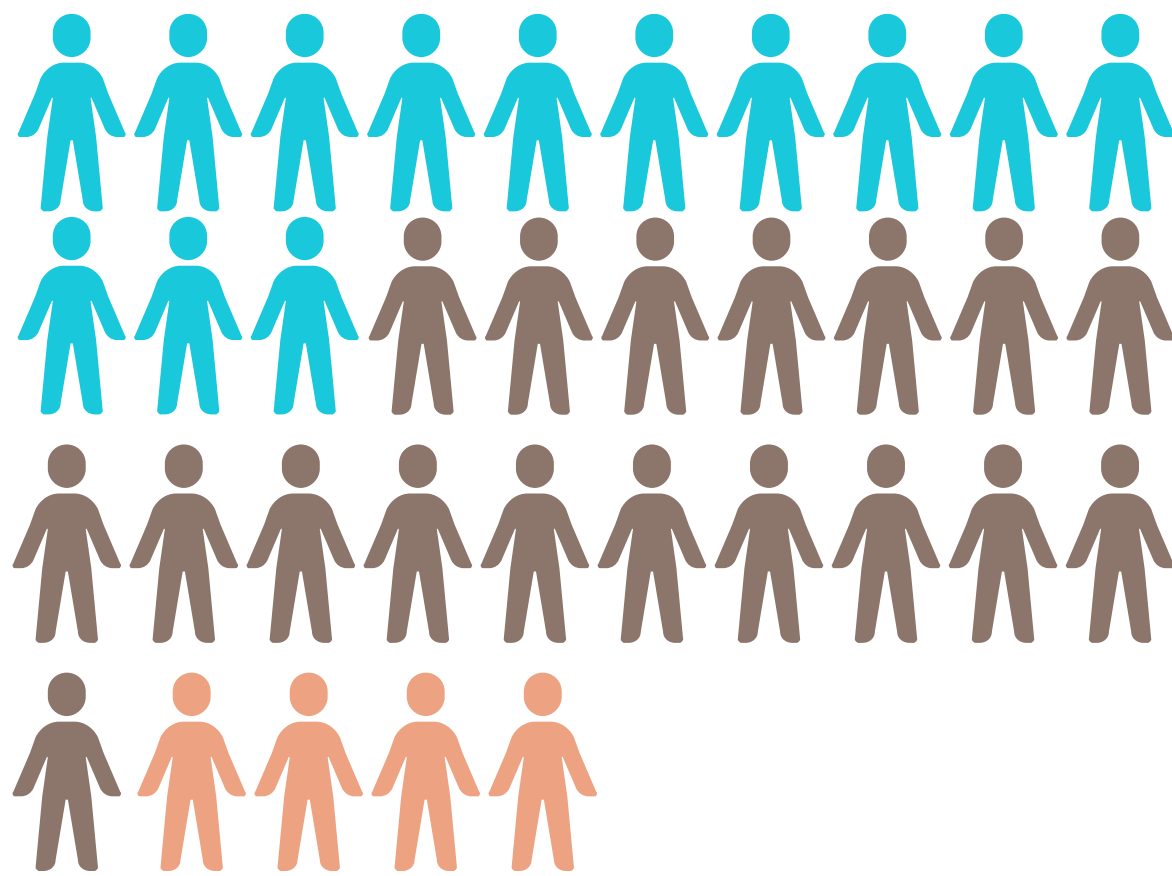
STIPEND PAY – JUVENILE



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



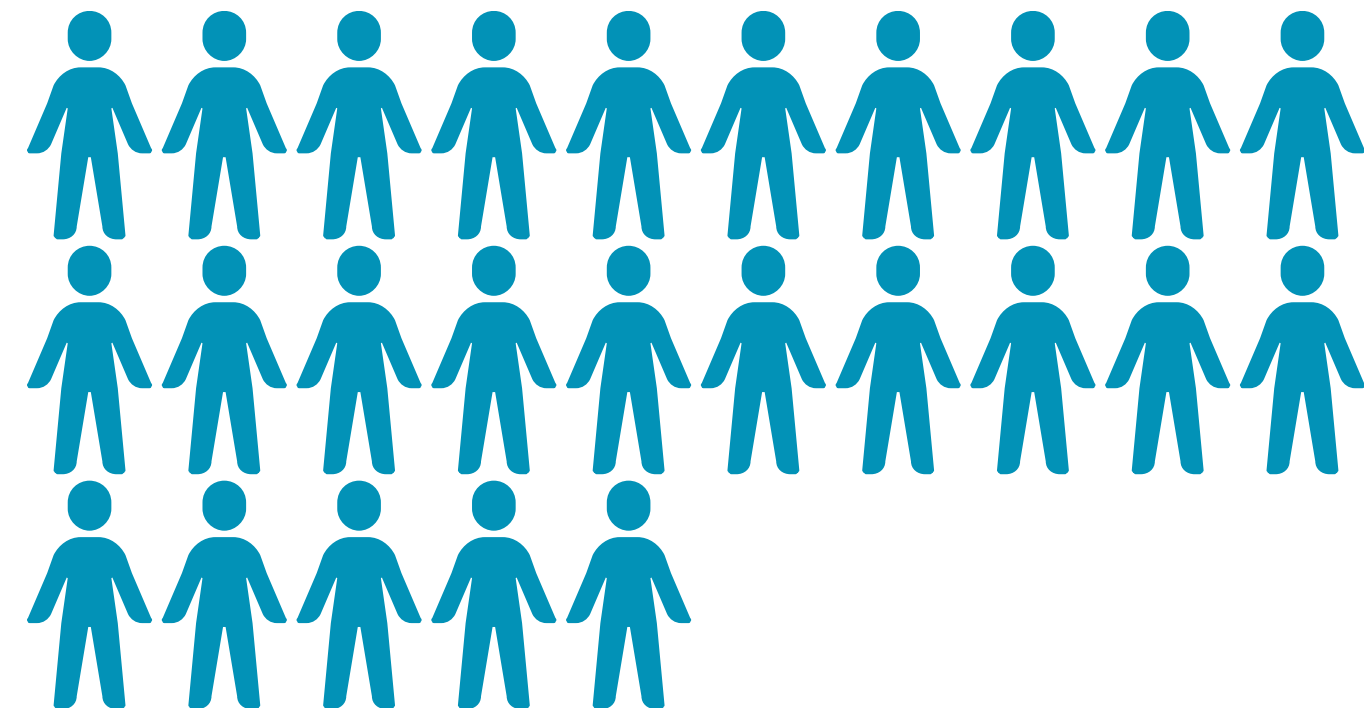
13 employees for up to \$1,170 per year

18 employees for up to \$1,560 per year

4 employees for up to \$2,210 per year

Total Paid: 35 employees for \$42,670

LANGUAGE STIPEND



25 employees for up to \$1,300 per year

Total Paid: \$25,950

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.

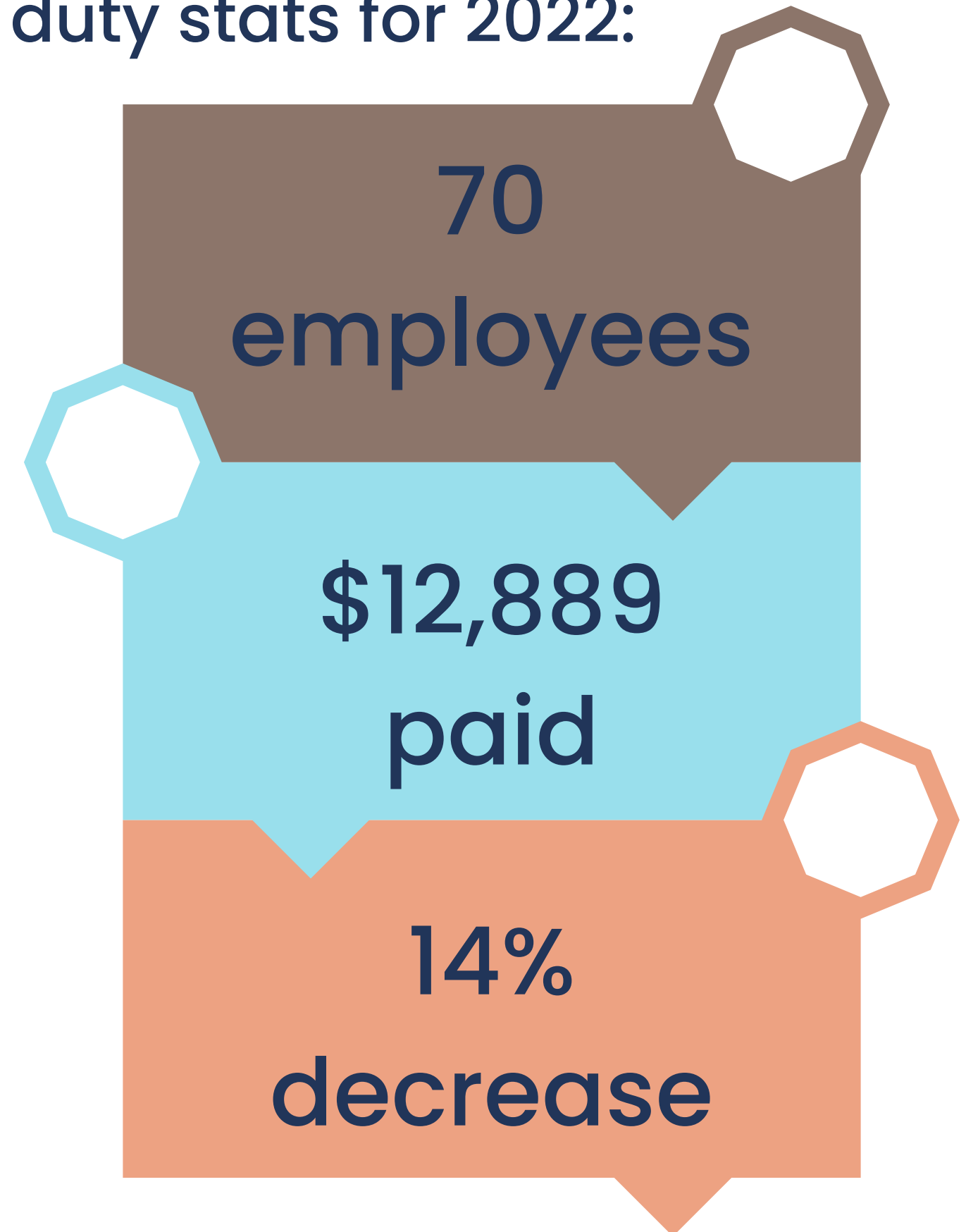
All other entities that offer pay for jury duty.



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

Dallas County
Denton County
Tarrant County

Jury duty stats for 2022:



SHERIFF'S OFFICE SUPPLEMENTAL PAY

Covered in detail in the Law Enforcement presentation.



Certification
Pay

Equipment
Allowance

Referral
Pay

Retention
Pay

Special
Unit Pay

Training
Officer Pay

SHORT-TERM AND LONG-TERM DISABILITY

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

Short-Term Disability

Long-Term Disability



Short-term disability is self-funded.

- Claims Paid: \$180,556
 - An increase of 1%
- Admin Fees: \$39,274
 - Essentially no change

Long-term disability is fully insured with BlueCross BlueShield.

- Premium Paid: \$245,757
- An increase of 3%

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	60%	30 Days	17 weeks
City of Plano*	Employee	60%	21 Days	26 Weeks
City of Allen*	Employee	60%	14 Days	26 Weeks
City of McKinney	Employee	60%	0-14 Days	12-24 weeks
Tarrant County	Employee	60%	8-15 days	13-26 weeks
Dallas County	Employee	Up to 60%	7-30 days	26 Weeks
Denton County	Not Offered	N/A	N/A	N/A
City of Richardson	Not Offered	N/A	N/A	N/A

*Must exhaust all accrued sick leave.

Collin County does not have sick leave.

City of Garland and Denton County are the only entities that have a maximum sick leave accrual limit, all others have unlimited.

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
City of Plano*	Employer	40%	\$6,000	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	120 Days
City of McKinney*	Employer	60%	\$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.

Collin County does not have sick leave.

City of Garland and Denton County are the only entities that have a maximum sick leave accrual limit, all others have unlimited.

LIFE INSURANCE

Basic Life Insurance

Paid by the county.

\$205,028
spent in
premiums



Dependent Supplemental Life Insurance

Paid by the employee.

811
employees
purchased
coverage



Supplemental Life Insurance

Paid by the employee.

764
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
Collin County	1.5x Salary & \$50,000 up to \$300,000	No
City of McKinney	1x Salary up to \$300,000	Yes - Annual Salary
City of Allen	1x Salary up to \$250,000	Yes - Annual Salary
City of Richardson	2x Salary up to \$100,000	No
City of Frisco	\$50,000 / \$150,000 for Uniform Police and Fire	Yes - Annual Salary
City of Garland	\$50,000	Yes - Annual Salary
Dallas County	Based on Salary - no less than \$20,000 up to \$50,000	No

All entities offer supplemental employee-paid life insurance.

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.

761

employees have county-paid long term care benefits.

\$253,258

paid in long term care premiums.

90

day waiting period before benefit goes into effect.

No other entities surveyed offer long term care benefits.

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 their elected official leaves office or the employee returns to work under Texas Constitution Article 3 Section 52e.

HB 471, effective June 12, 2023, provides an extended period of job protection for certain first responders and other employees who sustain an illness or injury related to their line of duty. This leave is with full pay for at least one year.

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.



\$174,069 paid in indemnity.

Includes lost time wages and whole body impairment payments.

↑ 93%



\$187,025 paid in medical bills.

↓ 3%

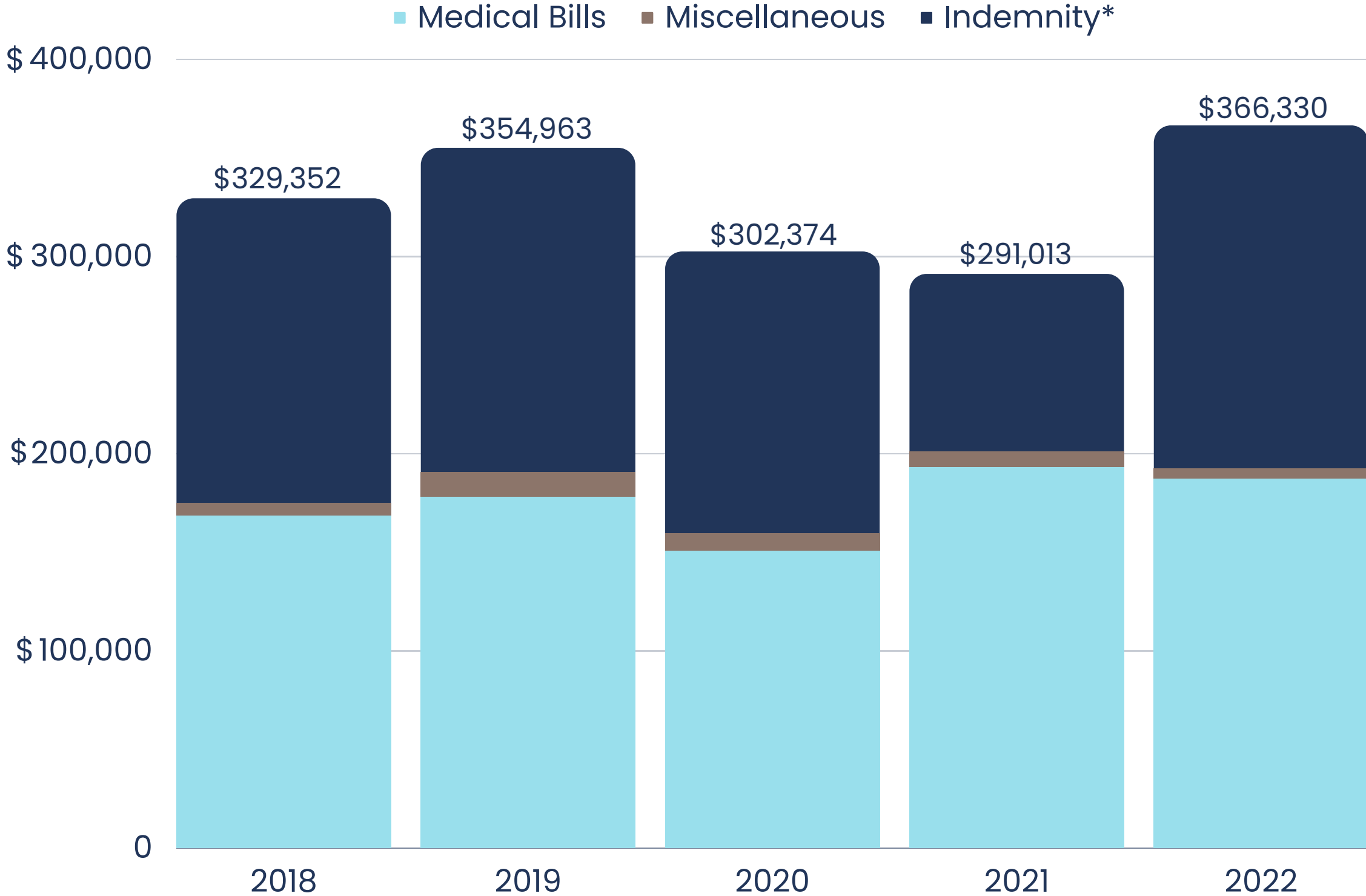


\$5,236 paid in miscellaneous charges.

↓ 33%

WORKERS' COMPENSATION EXPENSES

<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>	<p>2022</p> <p>Medical: \$187,025 Miscellaneous: \$5,236 *Indemnity: \$174,069</p>
<p>2020</p> <p>Medical: \$150,657 Miscellaneous: \$8,718 *Indemnity: \$142,999</p>	



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

ELECTED OFFICIAL MOTIVATION/SAFETY PAY

Motivation Pay.



5 Employees



107 hours



\$5,545 paid, increase of 968%

Safety Pay.



175 Employees



891 hours



\$32,823 paid, increase of 2,301%

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 eight 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.

457(B) DEFERRED COMPENSATION



AIG/Corebridge



Empower



Nationwide

Employees were able to contribute up to \$20,500 annually to a 457(b) plan in 2022.

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

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
 City of Allen - Fire/Police
 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.

*Collin County CSCD does offer Language Pay.

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



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

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

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



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

Dallas County
 Denton County
 Tarrant County
 City of Garland
 City of Richardson