

2024 PRESENTATION FOR FY2025 BUDGET

# ANCILLARY BENEFITS



# COUNTY-PAID ANCILLARY BENEFITS

Data provided in this presentation is 2023 information unless otherwise noted.

Collin County statistics are provided as of December 2023, 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 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	775	407	365	243
Percentage of employees within 40 hours of the PTO maximum	20%	27%	28%	36%

# 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	Paid Time Off (PTO)	24-33	Yes (full-time employees with a minimum of 1 year of service)	N/A	200-400 hours PTO
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)	160 hours vacation. Unlimited sick

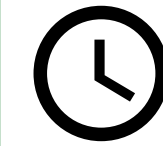
\*These entities award bereavement leave per event

# CATASTROPHIC TIME OFF

As of the end of 2023, 12% of employees carried a CTO balance.



This is a decrease of 12% from last year.



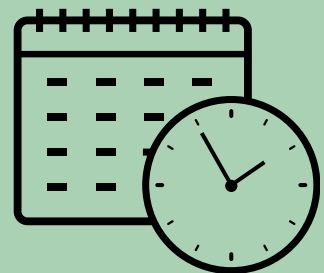
37,111 hours of catastrophic liability



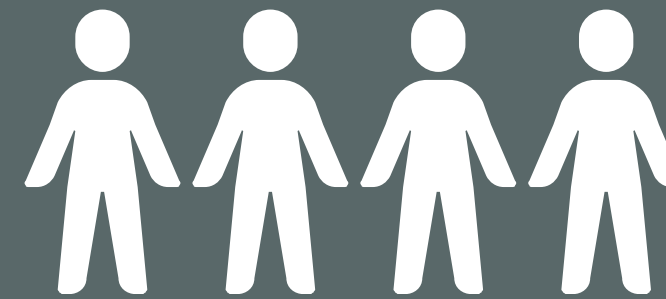
\$1,689,713 total catastrophic liability



11% 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.



Four employees had a balance of less than eight hours.

4.81 hours with \$183 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: 20

Amount paid: \$459

Number of Employees paid: 1



# 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:**

**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 earned as a non-exempt employee is paid upon termination.

**Maximum Accrual Hours:**

**200**

# COMPENSATORY TIME OFF LIABILITY

## Total Premium Comp Time Liability

\$2,480,745

29% increase

76,777 hours earned in 2023

Employees in exempt positions do not earn premium comp time.

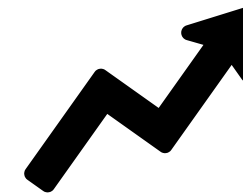
## Total Straight Comp Time Liability

\$489,205  
21% increase

### Exempt

16%

\$115,562 liability in 2023  
\$100,013 liability in 2022



2,274 hours earned in 2023

### Non-Exempt

23%

\$373,643 liability in 2023  
\$303,675 liability in 2022



11,846 hours earned in 2023

## Total Comp Time Used

\$2,012,304 for  
64,182 hours

15%



## Total Comp Time Buyouts Paid

\$283,574 for  
7,692 hours

5%





# 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)
<b>Collin County</b>	<b>Yes</b>	<b>200 hours*</b>
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 (Civilian). 120 hours (Fire shift)
City of Frisco	Yes	40 hours
Tarrant County	No	N/A

\*82 non-exempt employees exceeded the maximum premium compensatory accrual at the end of 2023.

# 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.

1,376 non-exempt employees had a compensatory time balance.

58% of these balances were less than 40 hours.

290 non-exempt employees had a compensatory time balance over 100 hours.

11% increase from the previous year.

Of the 290 non-exempt employees who had a compensatory time balance over 100 hours:

The total required reduction was 16,650 hours.

The dollar liability for the hours to be reduced was \$543,292.

# COMPENSATORY TIME OFF NON-EXEMPT

Employees with balances greater than 200 hours.

Position	2023 Combined Comp Balance	Change in Hours from Previous Year
Inmate Program Coordinator*	650	232 ↑
Detention Officer*	539	195 ↑
Detention Officer*	538	109 ↑
Jail Sergeant*	526	120 ↑
Detention Officer*	511	160 ↑
Detention Officer*	497	111 ↑
Detention Officer*	496	227 ↑
Deputy Sheriff*	445	183 ↑
Detention Officer	443	322 ↑
Jail Sergeant*	424	11 ↓
Detention Officer*	421	102 ↑
Jail Sergeant*	421	130 ↑
Detention Officer	410	265 ↑
Detention Officer*	397	141 ↑
Deputy Sheriff*	391	146 ↑

Position	2023 Combined Comp Balance	Change in Hours from Previous Year
Felony Investigator*	388	155 ↑
Deputy Sheriff*	387	110 ↑
Jail Sergeant*	385	120 ↑
Deputy Sheriff*	377	11 ↓
Deputy Sheriff*	371	143 ↑
Jail Sergeant*	368	165 ↓
Juvenile Sup Officer*	365	90 ↑
Jail Sergeant*	363	38 ↑
Detention Officer*	360	145 ↑
Animal Control Lead	357	191 ↑
Detention Officer	354	180 ↑
Deputy Sheriff*	347	78 ↑
Jail Sergeant*	346	81 ↓
Detention Officer*	344	62 ↑
Jail Sergeant	343	246 ↑

\*Also exceeded 200 hours at the beginning of 2022.

# COMPENSATORY TIME OFF NON-EXEMPT

Employees with balances greater than 200 hours.

Position	2023 Combined Comp Balance	Change in Hours from Previous Year
Jail Sergeant*	339	117 ↑
Detention Officer*	339	38 ↑
Detention Officer*	336	69 ↑
Detention Officer*	334	51 ↓
Detention Officer*	324	13 ↑
Jail Sergeant*	323	76 ↑
Detention Officer*	323	113 ↑
Sergeant	321	321 ↑
Deputy Sheriff*	318	59 ↓
Court Officer*	316	139 ↓
Jail Sergeant*	315	99 ↑
Deputy Sheriff*	312	49 ↑
Detention Officer*	307	84 ↑
Detention Officer	306	186 ↑
Detention Officer*	303	61 ↑

Position	2023 Combined Comp Balance	Change in Hours from Previous Year
Deputy Sheriff	300	133 ↑
Detention Officer	299	221 ↑
Deputy Sheriff*	295	275 ↓
Detention Officer*	295	1 ↓
Detention Officer*	290	80 ↑
Detention Officer*	290	27 ↑
Detention Officer	290	94 ↑
Deputy Sheriff	286	138 ↑
Detention Officer	285	173 ↑
Deputy Sheriff*	285	254 ↓
Detention Officer	284	120 ↑
Detention Officer	281	99 ↑
Detention Officer	279	167 ↑
Detention Officer*	276	37 ↑
Corporal*	274	18 ↓

\*Also exceeded 200 hours at the beginning of 2022.

# COMPENSATORY TIME OFF NON-EXEMPT

Employees with balances greater than 200 hours.

Position	2023 Combined Comp Balance	Change in Hours from Previous Year
Deputy Sheriff	273	117 ↑
Deputy Sheriff	270	270 ↑
Detention Officer	265	189 ↑
Detention Officer	264	196 ↑
Detention Officer*	264	36 ↑
Deputy Sheriff	263	72 ↑
Detention Officer	262	151 ↑
Detention Officer	260	237 ↑
Detention Officer	260	80 ↑
Detention Officer	256	137 ↑
Detention Officer*	256	12 ↑
Detention Officer	255	88 ↑
Jail Case Officer*	255	15 ↓
Detention Officer	254	143 ↑
Jail Sergeant*	253	31 ↓

Position	2023 Combined Comp Balance	Change in Hours from Previous Year
Detention Officer*	248	16 ↑
Deputy Sheriff*	247	124 ↓
Animal Control Supervisor*	246	46 ↓
Detention Officer*	245	72 ↓
Deputy Sheriff	241	102 ↑
Detention Officer	240	92 ↑
Detention Officer	239	96 ↑
Detention Officer	239	104 ↑
Grant Resource Administrator*	239	9 ↑
Help Desk Support Specialist	236	191 ↑
Detention Officer	234	217 ↑
Detention Officer	234	70 ↑
Detention Officer	233	153 ↑
Detention Officer	230	37 ↑
Deputy Sheriff	230	121 ↑

\*Also exceeded 200 hours at the beginning of 2022.

# COMPENSATORY TIME OFF NON-EXEMPT

Employees with balances greater than 200 hours.

Position	2023 Combined Comp Balance	Change in Hours from Previous Year
Detention Officer	229	103 ↑
Deputy Sheriff*	227	23 ↓
Detention Officer*	225	102 ↓
Jail Sergeant	224	53 ↑
Detention Officer	221	93 ↑
JP Court Administrator	221	126 ↑
Detention Officer	219	219 ↑
Dispatcher	218	26 ↑
Detention Officer	217	126 ↑
Detention Officer	217	104 ↑
Detention Officer	217	170 ↑
Deputy Sheriff	216	92 ↑
Sergeant	216	37 ↑
Detention Officer	216	47 ↑
Chief Field Agent*	215	39 ↓
Detention Officer	215	119 ↑

Position	2023 Combined Comp Balance	Change in Hours from Previous Year
Deputy Sheriff	214	94 ↑
Detention Officer	213	204 ↑
Dispatcher*	211	10 ↓
Detention Officer*	209	24 ↓
Jail Sergeant	208	135 ↑
Detention Officer*	208	40 ↓
Detention Officer	208	12 ↑
Jail Sergeant	208	50 ↑
Jail Sergeant	205	30 ↑
Deputy Sheriff*	205	11 ↓
Detention Officer	204	129 ↑
Detention Officer	204	149 ↑
Deputy Sheriff	203	116 ↑
Sergeant	203	103 ↑
Detention Officer	203	61 ↑
Detention Officer	202	34 ↑

\*Also exceeded 200 hours at the beginning of 2022.

# PAID LEAVE LIABILITY

Type of Leave	Paid at Termination	2022 Hours Liability	2023 Hours Liability	% Change in Hours Liability	2022 Dollar Amount Liability	2023 Dollar Amount Liability	% Change in Dollar Amount Liability
Paid Time Off	Yes*	269,818	270,982	.4%	\$9,268,011	\$9,814,208	6%
Catastrophic Time Off	No	42,731	37,111	-13%	\$1,896,117	\$1,689,713	-11%
Premium Compensatory Time	Yes	63,611	76,777	21%	\$1,924,914	\$2,480,745	29%
Straight Compensatory Time - Non-Exempt	Yes	10,430	11,846	14%	\$303,675	\$373,643	23%
Straight Compensatory Time - Exempt	No**	2,061	2,274	10%	\$100,013	\$115,562	16%

\*Requires one year of service for payout.

\*\* Unless earned in a non-exempt position.

# OVERTIME PAY

Department Name	Overtime Hours for 2022	Overtime Hours for 2023	Overtime Cost for 2023	Total Payroll Dollars	Overtime as a % of Total Payroll
Sheriff's Office	59,650	69,638	\$2,843,410	\$39,209,485	7.3%
Juvenile Services	18,825	25,367	\$1,145,856	\$11,488,677	10%
Facilities	2,153	2,047	\$78,768	\$3,743,378	2%
Animal Services	1,161	2,234	\$75,338	\$859,121	8.8%
Elections (County employees)	3,496	1,358	\$53,516	\$999,334	5.4%
District Attorney	181	536	\$26,838	\$11,890,799	0.2%
Public Works	363	585	\$25,211	\$5,964,297	0.4%
Medical Examiner	76	157	\$7,528	\$1,649,044	0.5%
Information Technologies	582	141	\$6,223	\$6,343,179	0.1%
Constable PCT 3	188	100	\$5,686	\$999,990	0.6%
District Clerk	0	42	\$1,559	\$3,962,545	.04%
Temporary Pool	226	7	\$152	\$197,897	.08%

- 102,212 hours were paid to county employees at a cost of \$4,270,085.
- In addition to county employee overtime, Collin County paid \$315,239 to election workers for overtime.
- 2022 overtime hours only shows those departments earning overtime in both years.



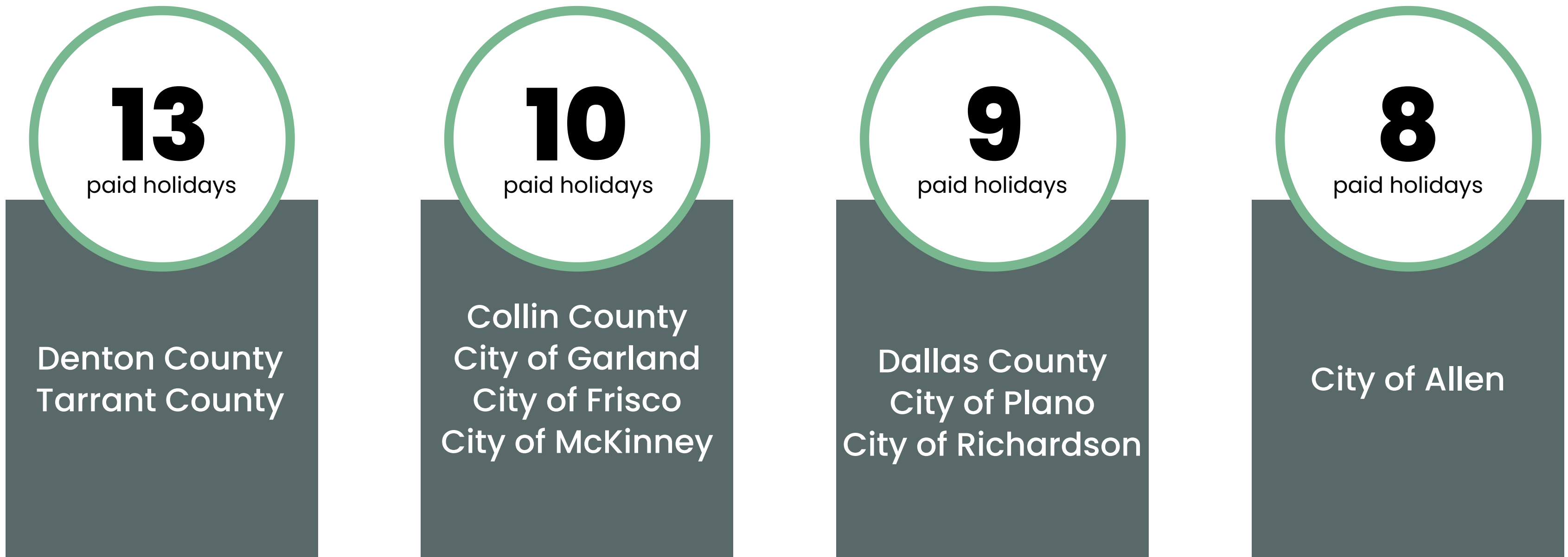
# OVERTIME PAY COMPARISON

Entity	Overtime Paid in 2023	Compensatory Time Paid in 2023 (including premium & straight buyouts)	Total Paid in 2023	# of FT Employees	Average Paid per Employee
City of McKinney	\$8,424,265	\$212,233	\$8,636,498	1,280	\$6,747
Dallas County	\$39,107,043	\$1,626,689	\$40,733,732	6,341	\$6,424
City of Garland	\$10,020,797	\$2,464,241	\$12,485,038	2,111	\$5,914
City of Plano	\$11,823,875	\$982,499	\$12,806,374	2,321	\$5,518
City of Allen	\$4,135,730	\$141	\$4,135,871	774	\$5,344
City of Richardson	\$5,243,830	Unavailable	\$5,243,830	987	\$5,313
City of Frisco	\$5,822,233	\$448,846	\$6,271,079	1,342	\$4,673
Tarrant County	\$21,464,957	N/A	\$21,464,957	4,827	\$4,447
Denton County	\$4,716,552	\$2,799,861	\$7,516,413	1,744	\$4,310
Collin County*	\$4,270,085	\$2,295,878	\$6,565,963	1,795	\$3,658

\*Overtime paid in 2023 excludes election workers.

# PAID HOLIDAY COMPARISON

Collin County paid \$3,976,887 in holiday pay last year to regular full-time employees.

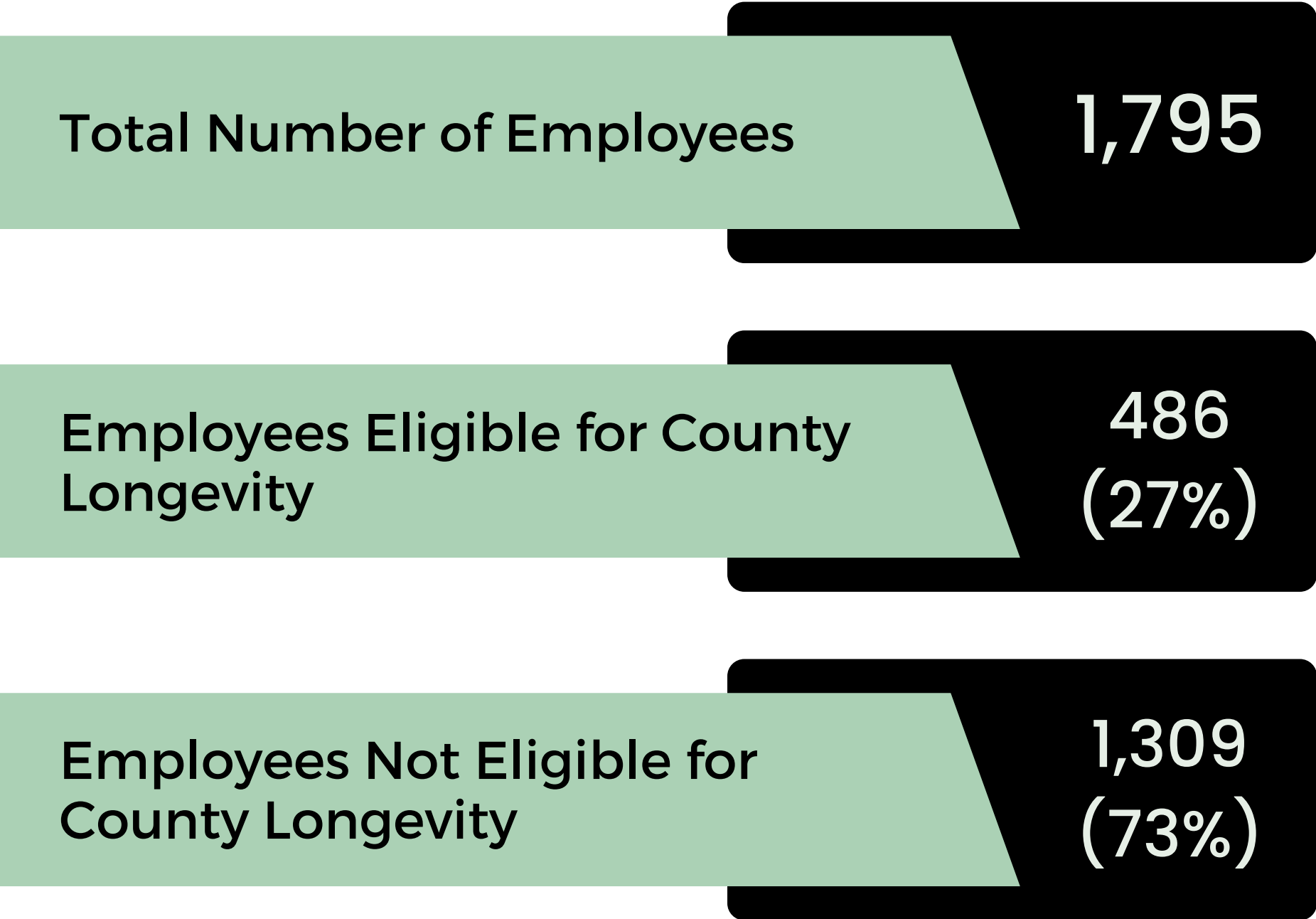


All entities receive these holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving Day and Christmas Day.

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 \$3,243,192 in 2023



.8% 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	16-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	\$6,984
City of Frisco	Yes	1 year of service	Flat	Police & Firefighters Only	\$1,536
City of Richardson	Yes	1 year of service; Full-Time Employee	Flat	Yes	\$1,536
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	\$960
Denton County*	Yes	1 year of service	Flat	Yes	\$960
Dallas County*	Yes	1 year of service (Full-Time Law Enforcement only)	Flat	No	\$960
Tarrant County*	Yes	1 year of service (Full-Time Law Enforcement only)	Flat	No	\$900
City of Allen	Yes	1 year of service	Flat	Yes	\$768
City of Plano	Yes	1 year of service; Full-Time Employee	Flat	Yes	\$768

\*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

 \$14,390

 27%

## Third Shift

 \$414,460

 5%

## Total Paid

 \$428,850

 5%

# 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 \$12,062 of straight call-in pay to 63 employees last year.\*

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



147% 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 \$86,182 in tuition assistance to 4 employees in 2023.

 459% increase 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 2023, 15 court reporters used their court reporter compensatory time as follows:

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

**Paid \$140,707 for hours used in 2023, a 23% increase from previous year.**

# STIPEND PAY – JUVENILE



Collin County Juvenile Board

**Juvenile Probation**  
\$1,500 stipend –  
budgeted per position

**Juvenile Detention**  
\$4,000 stipend –  
budgeted per position

Drug Court Officer  
\$1,442 paid

Drug Court Officer  
\$1,442 paid

Drug Court Officer  
\$346 paid

HBI/SBI  
\$112,300 Paid

Training Officer  
\$3,692 paid

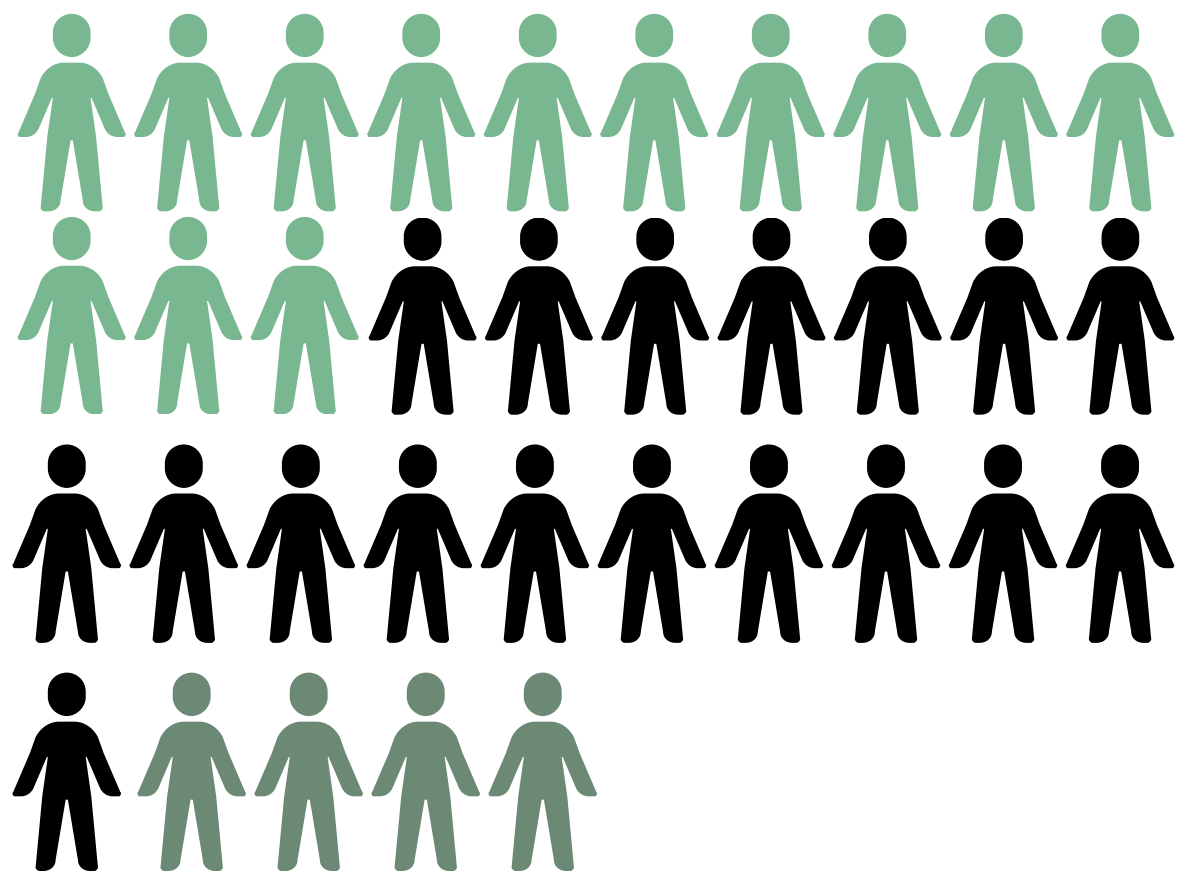
**Total of \$119,222 paid in 2023.**

Stipends for Training Officer and Drug Court Officers 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.

HBI/SBI stipends began October 2023, and are received by all Juvenile Services employees. This stipend pays each employee \$3,000 or 5% per year, whichever is greater. Funding is through the State.

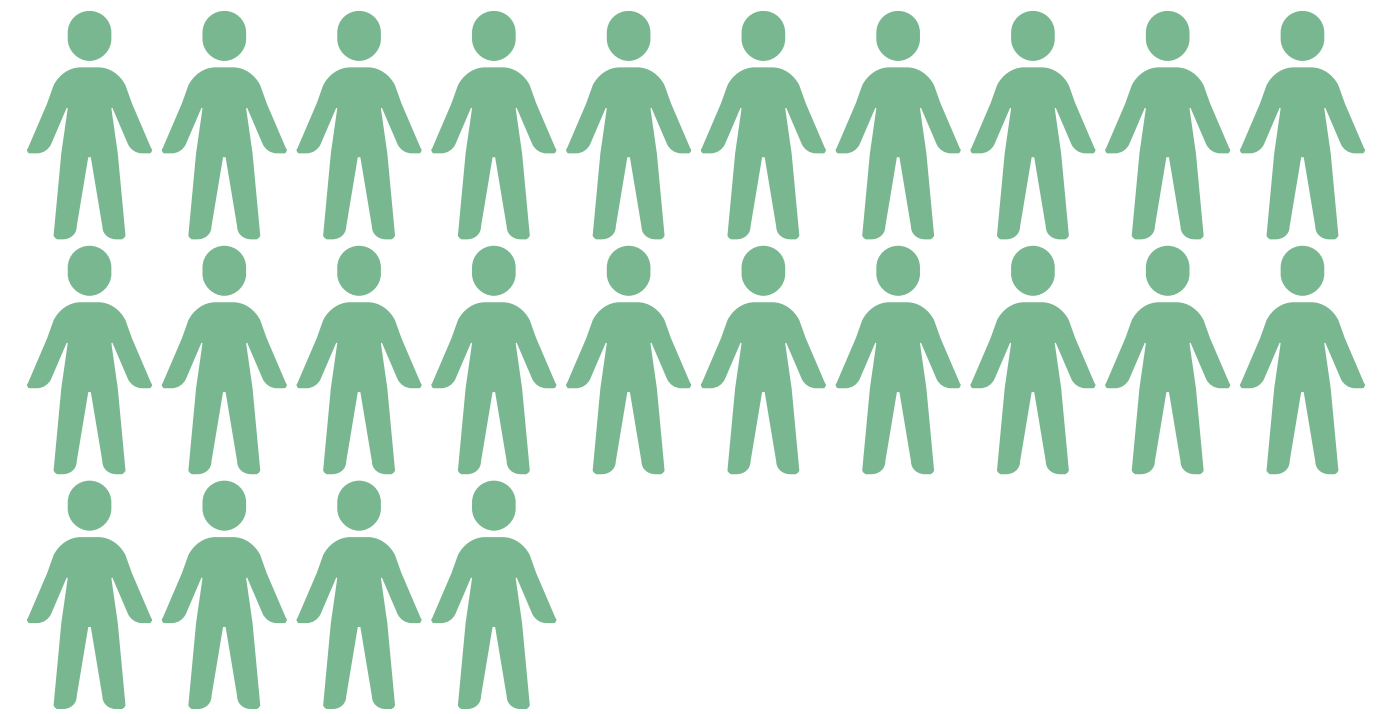
# STIPEND PAY- CSCD

## 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 \$41,467**

## LANGUAGE STIPEND



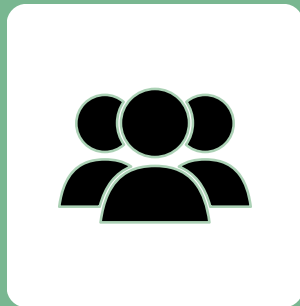
24 employees for up to \$1,300 per year  
**Total Paid: \$27,750**

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 to serve on a jury.

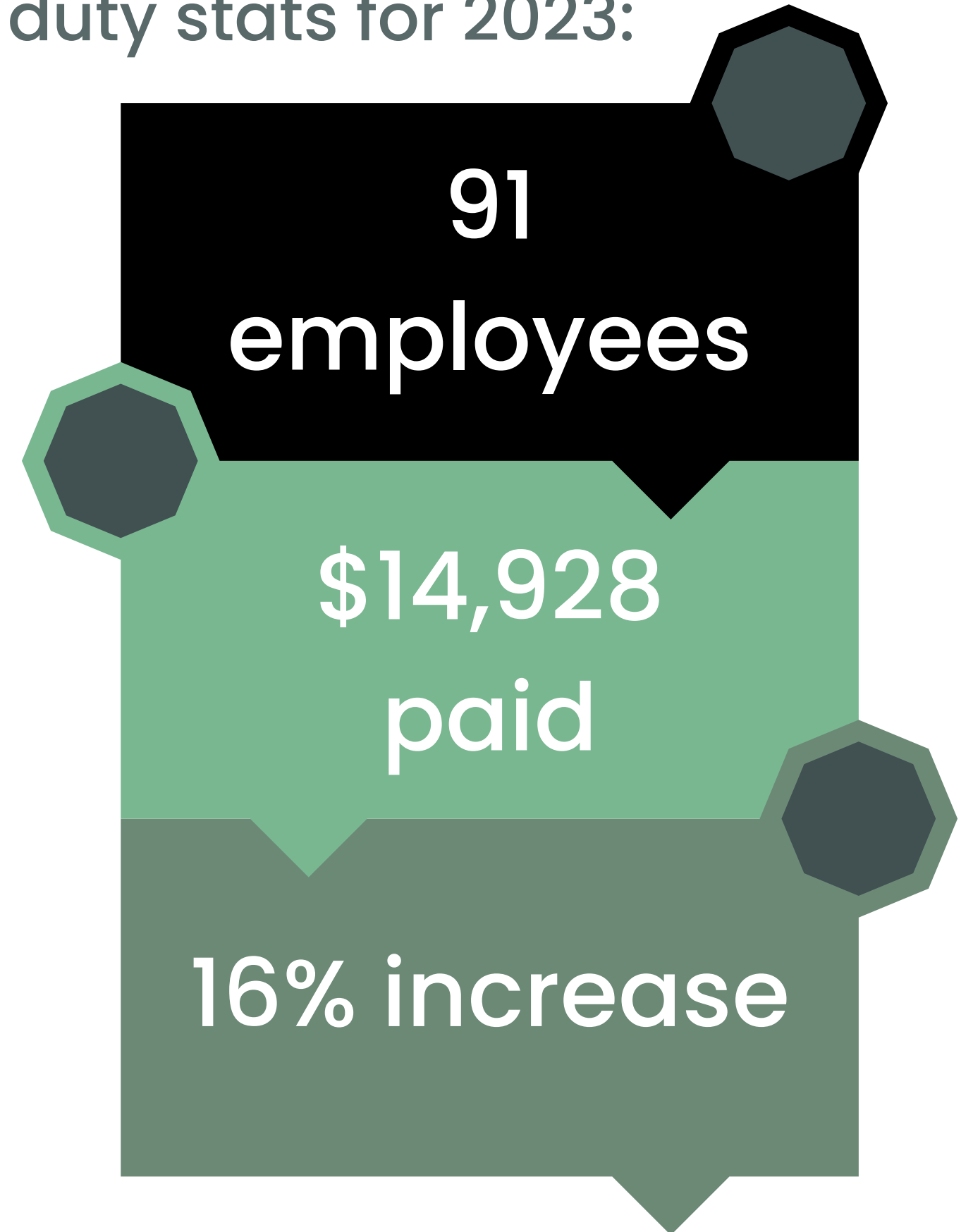
All other entities that offer pay for jury duty.



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

Denton County  
Tarrant County

Jury duty stats for 2023:



# SHERIFF'S OFFICE SUPPLEMENTAL PAY

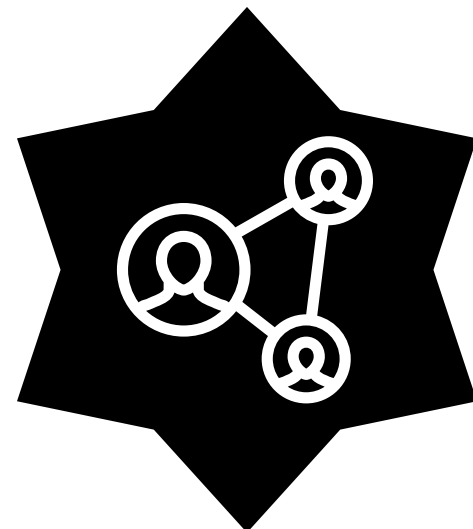
Covered in detail in the Law Enforcement presentation.



Certification  
Pay



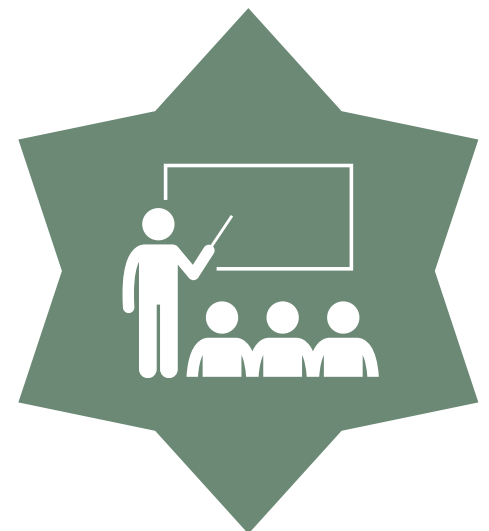
Equipment  
Allowance



Referral  
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: \$171,592
  - A decrease of 5%
- Admin Fees: \$40,278
  - An increase of 3%

Long-term disability is fully insured with BlueCross BlueShield.

- Premium Paid: \$266,698
- An increase of 9%

# 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	23 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	12-24 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.

\$217,517  
spent in  
premiums



## Dependent Supplemental Life Insurance

Paid by the employee.

813  
employees  
purchased  
coverage



## Supplemental Life Insurance

Paid by the employee.

754  
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 \$400,000	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.

745

employees have county-paid long term care benefits.

\$272,376

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.

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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.

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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.



\$226,566 paid in indemnity.

Includes lost time wages and whole body impairment payments.

↑ 30%



\$255,715 paid in medical bills.

↑ 37%

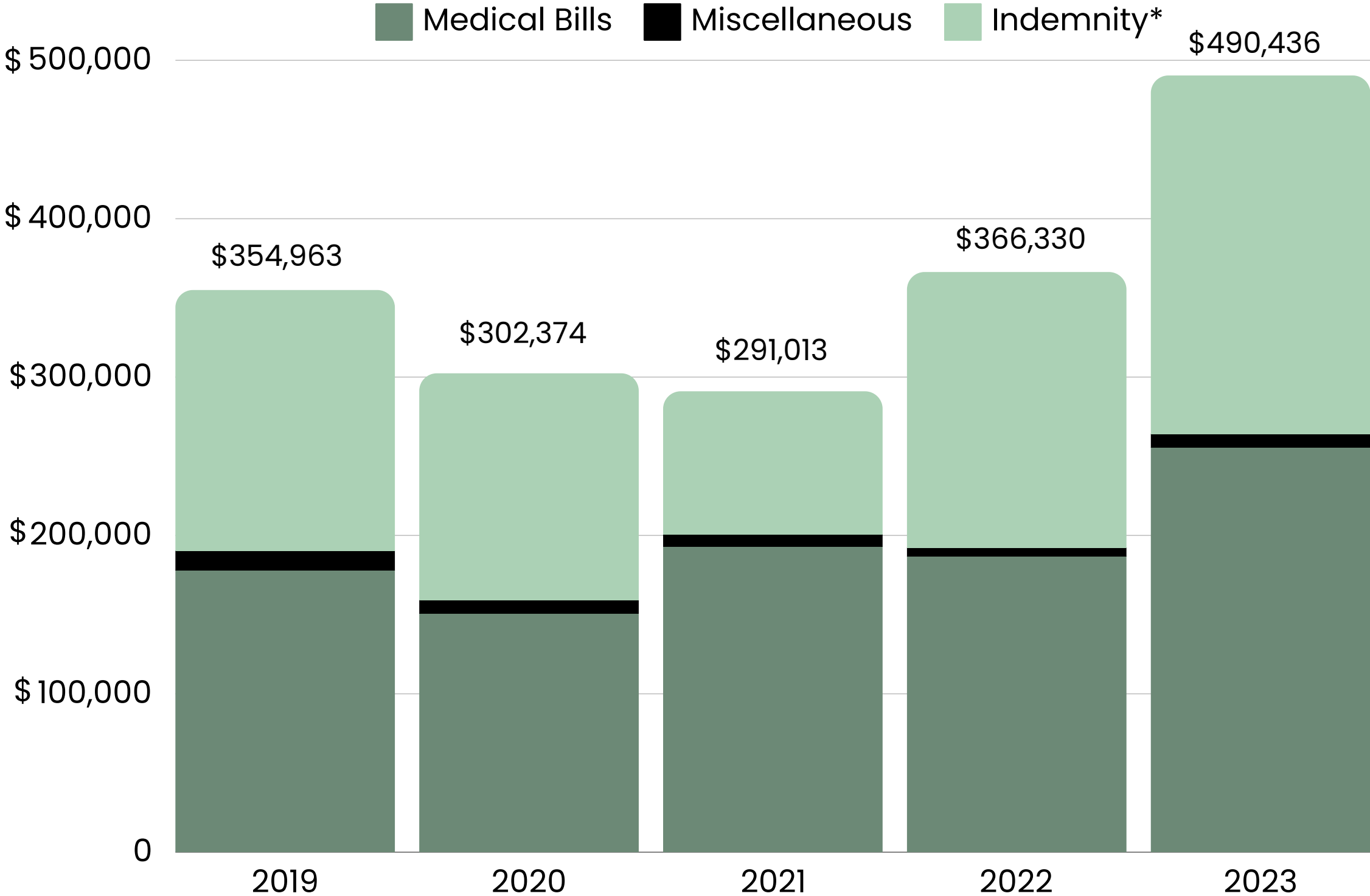


\$8,155 paid in miscellaneous charges.

↑ 56%

# WORKERS' COMPENSATION EXPENSES

<p><b>2019</b></p> <p>Medical: \$177,910          Miscellaneous: \$12,566          *Indemnity: \$164,487</p>	<p><b>2022</b></p> <p>Medical: \$187,025          Miscellaneous: \$5,236          *Indemnity: \$174,069</p>
<p><b>2020</b></p> <p>Medical: \$150,657          Miscellaneous: \$8,718          *Indemnity: \$142,999</p>	<p><b>2023</b></p> <p>Medical: \$255,715          Miscellaneous: \$8,155          *Indemnity: \$226,566</p>
<p><b>2021</b></p> <p>Medical: \$193,052          Miscellaneous: \$7,793          *Indemnity: \$90,168</p>	



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

# ELECTED OFFICIAL MOTIVATION/SAFETY PAY

## Motivation Pay.



23 Employees



139 hours



\$5,964 paid, increase of 8%

## Safety Pay.



24 Employees



111 hours



\$3,958 paid, decrease of 88%

# EMPLOYEE-PAID VOLUNTARY BENEFITS

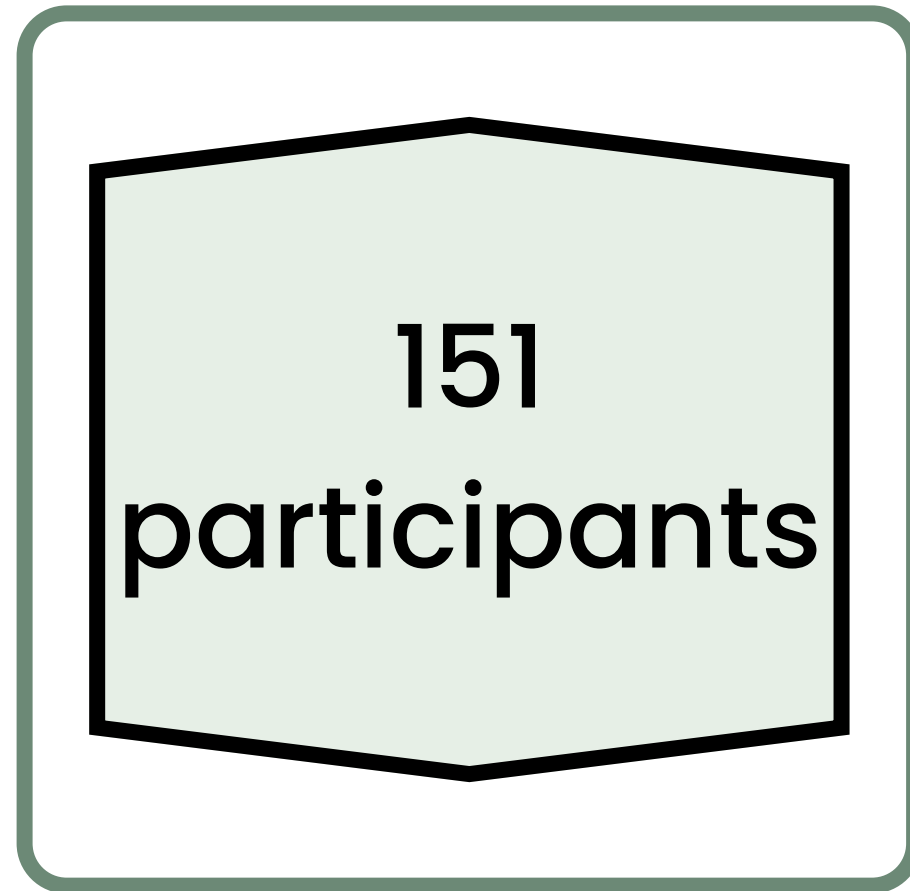
Voluntary benefits are optional benefits that employees may select. Employees are responsible for the full cost of such benefits.

- 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 \$22,500 annually to a 457(b) plan in 2023.

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

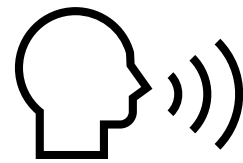
# ANCILLARY BENEFITS NOT PROVIDED

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.

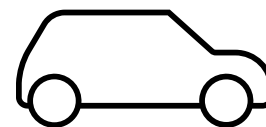
Dallas County - Detention Officers, Deputies, and Communications Technicians  
 Denton County - Full-time employees  
 City of Allen - Fire/Police  
 City of Frisco - Fire/Police  
 City of Garland - Fire/Police  
 City of McKinney - Fire/Police  
 City of Richardson - Fire/Police



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

\*Collin County CSCD does offer Language Pay.

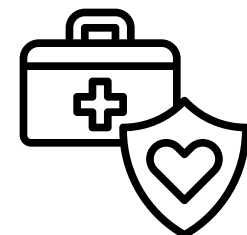
Dallas County  
 Denton County  
 City of Frisco  
 City of Garland - Fire/Police  
 City of McKinney  
 City of Richardson



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