

Ancillary Benefits

2025 Presentation for FY2026 Budget



COUNTY-PAID ANCILLARY BENEFITS

Data provided in this presentation is 2024 information unless otherwise noted.

Collin County statistics are provided as of December 2024, 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 completed years of service.

YEARS OF COMPLETED 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	860	390	391	235
PERCENTAGE OF EMPLOYEES WITHIN 40 HOURS OF THE PTO MAXIMUM	20%	26%	27%	34%

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 - paid a percentage of balance based on YOS)	160-240 hours vacation. Unlimited sick
Tarrant County*	Vacation/Sick/Bereavement	23-40	Yes (full-time employees)	Yes (full-time employee with minimum of 5 years of service - paid a percentage of balance based on YOS)	Unlimited vacation & sick if hired before 3/2024. After 3/2024: 400 hours vacation. 1,440 hours 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	25-37	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 - maximum 720 hours paid)	480 hours vacation. Unlimited sick
City of Allen	Vacation/Sick/Bereavement/Personal	34-40	Yes	Yes (minimum of 5 years of service - employees maximum 720, Fire shift personnel and retirees 1080)	200-320 hours vacation. Unlimited sick
City of Richardson*	Vacation/Sick/Bereavement/Personal	36-41	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

Average Entity Annual Leave Days for Full Time Employees: 28-40

CATASTROPHIC TIME OFF

As of the end of 2024,
10% of employees
carried a CTO balance.



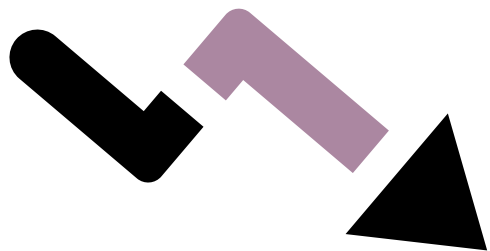
31,686 hours of catastrophic liability



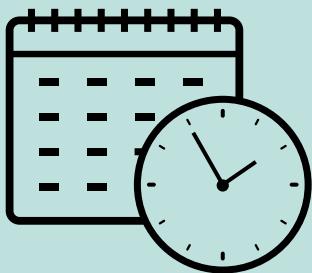
\$1,613,944 total catastrophic liability



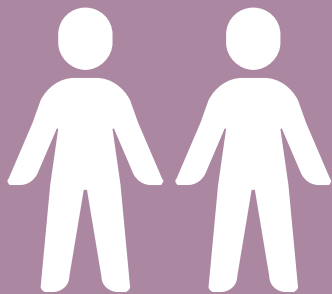
5% decrease in total dollar liability



This is a decrease of 12% from last year.



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.



TWO EMPLOYEES HAD
A BALANCE OF LESS
THAN EIGHT HOURS.

4.21 hours with \$209 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.

IN 2024, NO EMPLOYEES RECEIVED PAID
QUARANTINE LEAVE.



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.

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

\$3,201,787

29% increase

87,348 hours earned in 2024

Employees in exempt positions do not earn premium comp time.

Total Straight Comp Time Liability

\$452,383

8% decrease

Exempt

19%

\$137,657 liability in 2024
\$115,562 liability in 2023

3,068 hours earned in 2024

Non-Exempt

16%

\$314,726 liability in 2024
\$373,643 liability in 2023

0 hours earned in 2024

TOTAL COMP TIME USED

\$2,498,640 FOR 24%
70,212 HOURS

TOTAL COMP TIME BUYOUTS PAID

\$280,193 FOR 1%
6,275 HOURS

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	120 hours (Civilian). 240 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 (Civilian, Fire Staff, and Law Enforcement). 180 hours (Fire Shift)
City of McKinney	Yes	80 hours (Civilian and Law Enforcement). 120 hours (Fire)
City of Plano	Yes	80 hours (Civilian, Fire Staff, and Law Enforcement). 120 hours (Fire Shift)
City of Frisco	Yes	40 hours
Tarrant County	No	N/A

*131 non-exempt employees exceeded the maximum premium compensatory accrual at the end of 2024.

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.

1,456 non-exempt employees had a comp time balance.

58% of these balances were less than 40 hours.

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

8% increase from the previous year.

Of the 314 non-exempt employees who had a compensatory time balance over 100 hours:

The total required reduction was 19,299 hours.

The dollar liability for the hours to be reduced was \$701,021.

COMPENSATORY TIME OFF NON-EXEMPT

Employees with combined compensatory balances greater than 200 hours by department.

SHERIFF'S OFFICE	
Detention Officer	79
Deputy Sheriff	37
Jail Sergeant	17
Sergeant	5
Corporal	2
Deputy Sheriff Recruit	2
Community Corrections Officer	1
Criminal Justice Info Spec	1

ANIMAL SERVICES	
Animal Control Supervisor	1
Animal Control Lead	1
Animal Control Officer	1
JP 4	
Court Administrator	1
COUNTY AUDITOR	
Accts Payable Supervisor	1
Accounts Payable Tech	1

DISTRICT COURTS	
Court Officer - 429th	1
Court Officer - 493rd	1
CONSTABLE PCT 4	
Deputy Constable	2
DISTRICT ATTORNEY	
Felony Investigator	1

155 employees had a balance of over 200 hours as of December 2024.

91 of the 155 employees also exceeded 200 hours at the end of 2023.

Of these employees, 81% increased their hours compared to last year.

COMPENSATORY TIME OFF NON-EXEMPT

Employees with combined compensatory balances greater than 200 hours in the Sheriff's Office.

TITLE	NUMBER OF EMPLOYEES	HIGHEST COMBINED BALANCE	TOTAL COMPENSATORY HOURS	TOTAL INCREASE IN HOURS FROM PREVIOUS YEAR
Detention Officer	79	528	22,306	3,483
Deputy Sheriff	37	522	11,562	4,860
Jail Sergeant	17	513	5,932	681
Sergeant	5	445	1,364	945
Corporal	2	377	703	429
Deputy Sheriff Recruit	2	330	616	616
Community Corrections Officer	1	297	297	297
Criminal Justice Info Spec	1	224	224	224

144 employees in the Sheriff's Office had a balance over 200 hours in December 2024.

85 of these employees also exceeded 200 hours at the end of 2023.

A total of 43,004 compensatory hours for individuals with balances exceeding 200 hours.

12

PAID LEAVE LIABILITY

TYPE OF LEAVE	PAID AT TERMINATION	2023 HOURS LIABILITY	2024 HOURS LIABILITY	% CHANGE IN HOURS LIABILITY	2023 DOLLAR AMOUNT LIABILITY	2024 DOLLAR AMOUNT LIABILITY	% CHANGE IN DOLLAR AMOUNT LIABILITY
Paid Time Off	Yes*	270,982	276,415	2%	\$9,814,208	\$10,965,126	12%
Catastrophic Time Off	No	37,111	31,686	-15%	\$1,689,713	\$1,613,944	-5%
Premium Compensatory Time	Yes	76,777	89,385	16%	\$2,480,745	\$3,201,787	29%
Straight Compensatory Time - Non-Exempt	Yes	11,846	8,736	-26%	\$373,643	\$314,726	-16%
Straight Compensatory Time - Exempt	No**	2,274	2,365	4%	\$115,562	\$137,657	19%

*Requires one year of service for payout.

** Unless earned in a non-exempt position.

OVERTIME PAY

DEPARTMENT NAME	OVERTIME HOURS FOR 2023	OVERTIME HOURS FOR 2024	OVERTIME COST FOR 2024	TOTAL PAYROLL DOLLARS	OVERTIME AS A % OF TOTAL PAYROLL
Sheriff's Office	69,638	73,573	\$3,308,264	\$46,844,887	7.1%
Juvenile Services	25,367	12,704	\$606,169	\$13,594,597	4.5%
Elections (County employees)	1,358	3,831	\$172,912	\$4,147,427	4.2%
Facilities	2,047	1,472	\$61,643	\$4,160,701	1.5%
Animal Services	2,234	1,406	\$55,712	\$1,019,592	5.5%
Public Works	585	776	\$37,076	\$6,919,637	0.5%
District Attorney	536	312	\$24,746	\$13,368,531	0.2%
Constable PCT 3	100	180	\$11,249	\$1,092,329	1.0%
Information Technologies	141	116	\$6,003	\$7,166,918	0.1%
493rd District Court	-	12	\$633	\$276,259	0.2%
District Clerk	42	7	\$327	\$4,754,210	.01%
Temporary Pool	7	2	\$45	\$219,777	.02%

- 94,389 hours were paid to county employees at a cost of \$4,284,777.
- In addition to County employee overtime, Collin County paid \$766,350 to election workers for overtime.
- 2023 overtime hours only shows those departments earning overtime in both years.

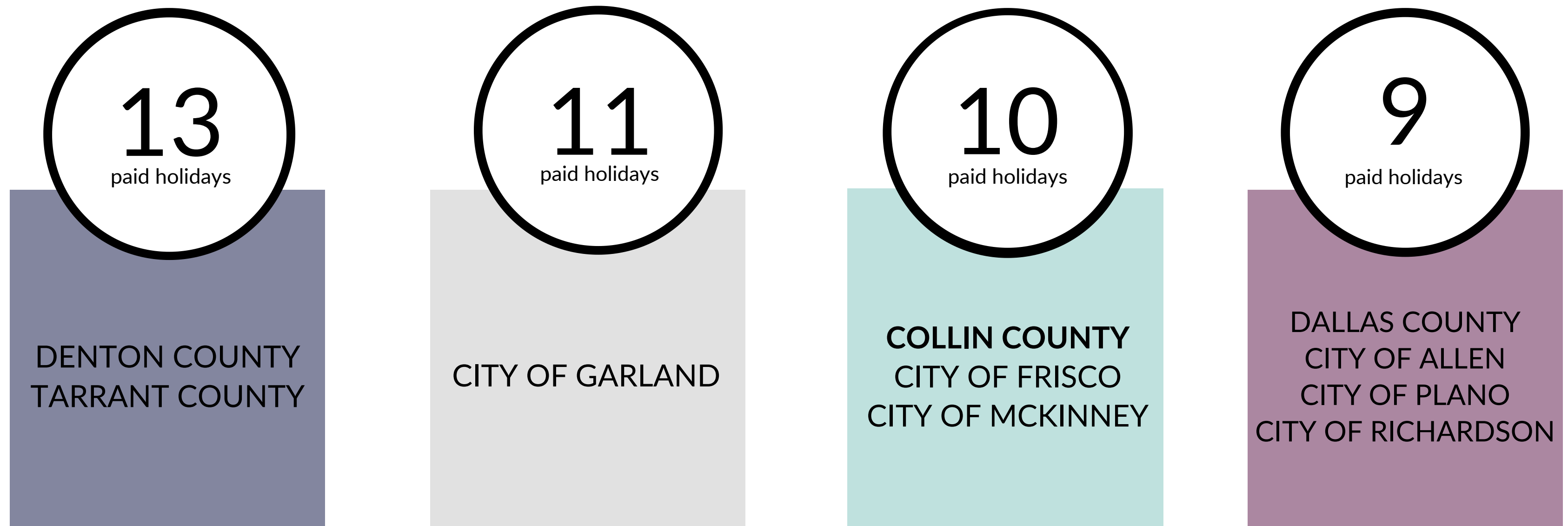
OVERTIME PAY COMPARISON

ENTITY	OVERTIME PAID IN 2024	COMPENSATORY TIME PAID IN 2024 (INCLUDING PREMIUM & STRAIGHT BUYOUTS)	TOTAL PAID IN 2024	# OF FT EMPLOYEES	AVERAGE PAID PER EMPLOYEE
City of Garland	\$15,287,850	\$2,754,213	\$18,042,063	2,173	\$8,303
City of Allen	\$5,710,805	\$0	\$5,710,805	797	\$7,165
City of McKinney	\$8,082,209	\$1,521,071	\$9,603,280	1,359	\$7,066
Dallas County	\$39,682,847	\$559,043	\$40,241,890	6,593	\$6,104
City of Plano	\$10,891,514	\$1,023,502	\$11,915,016	2,314	\$5,149
City of Richardson	\$5,203,046	Unavailable	\$5,203,046	1,012	\$5,141
City of Frisco	\$6,554,037	\$467,990	\$7,022,027	1,396	\$5,030
Tarrant County	\$24,990,691	N/A	\$24,990,691	5,017	\$4,981
Denton County	\$5,195,221	\$2,478,361	\$7,673,582	1,880	\$4,082
Collin County*	\$4,284,777	\$2,778,833	\$7,063,610	1,934	\$3,652

*Overtime paid in 2024 excludes election workers.

PAID HOLIDAY COMPARISON

Collin County paid \$5,044,738 in holiday pay last year to regular full-time employees.



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

City of Garland has 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.

Total Number of Employees

1,934

Employees Eligible for County Longevity

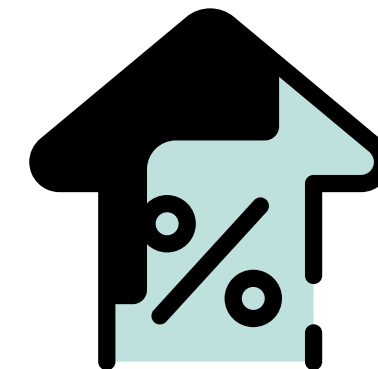
470
(24%)

Employees Not Eligible for County Longevity

1,464
(76%)



PAID \$3,447,651 IN 2024



6% INCREASE 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	17-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	\$8,263
City of Frisco	Yes	1 year of service	Flat	Police & Firefighters Only	\$1,632
City of Plano	Yes	1 year of service; Full-Time Employee	Flat	Yes	\$1,632
City of Richardson	Yes	1 year of service; Full-Time Employee	Flat	Yes	\$1,632
City of Garland	Yes	3 years of service; Full-Time Employee	Percentage of \$15,000	No	\$1,275
City of McKinney	Yes	Immediately eligible; Full-Time Employee	Flat	Yes	\$1,020
Denton County*	Yes	1 year of service	Flat	Yes	\$1,020
Dallas County*	Yes	1 year of service (Full-Time Law Enforcement only)	Flat	No	\$1,020
Tarrant County*	Yes	1 year of service (Full-Time Law Enforcement only)	Flat	No	\$960
City of Allen	Yes	1 year of service	Flat	Yes	\$816

*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 8:00 p.m. for 8 hour shifts and 5:00 p.m. for 12 hour shifts
- Paid an additional \$1.00 per hour




SECOND SHIFT

	\$10,786
	25%
	21

THIRD SHIFT

	\$451,239
	9%
	300

TOTAL PAID

	\$462,025
	8%
	321

SHIFT DIFFERENTIAL COMPARISON

ENTITY	SHIFT DIFFERENTIAL PAID	SECOND SHIFT	THIRD SHIFT	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 \$12,933 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.



7% 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.

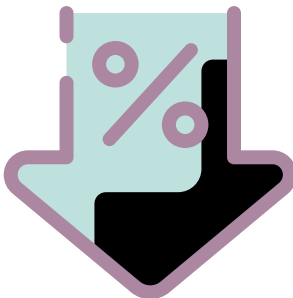
Maximum amount is not to exceed that which would be payable to the University of Texas at Dallas for similar courses.

- 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 \$36,516 IN TUITION ASSISTANCE TO 7 EMPLOYEES IN 2024.



58% 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 2024, 20 court reporters used their court reporter compensatory time as follows:

- 2 used between 239-240 hours.
- 2 used between 200-238 hours.
- 9 used between 100-199 hours.
- 7 used between 1-99 hours.



PAID \$163,758 FOR HOURS USED IN 2024, A 16% INCREASE FROM PREVIOUS YEAR.

STIPEND PAY

JUVENILE

Juvenile Probation

\$1,500 budgeted per position

3 Drug Court Officers:
\$4,674 Paid

Juvenile Probation

\$4,000 budgeted per position

1 Training Officer:
\$3,077 Paid

HB1/SBI

\$3,000 or 5% of salary per employee

\$413,740 Paid

Total Paid: \$421,491

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

CSCD

Specialized Caseload

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 \$44,908

Language Stipend

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

Total Paid: 23 Employees for \$28,450

Total Paid: \$73,358

CSCD 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 the Director suspends the stipend.

JURY DUTY PAY

Jury duty stats for 2024:

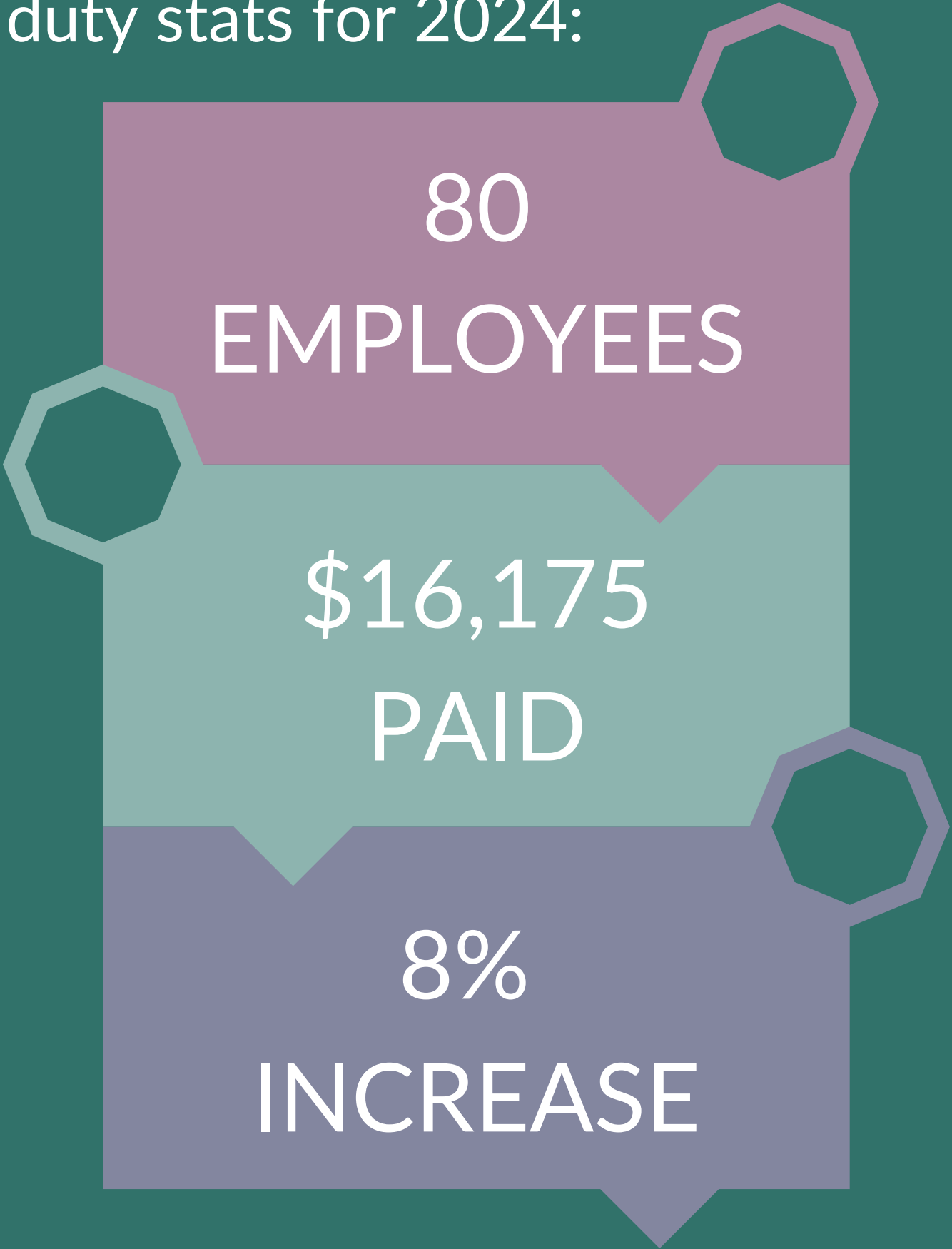
Collin County pays employees for their time off to serve on a jury.

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

Dallas County
Denton County
Tarrant County



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 for employees.

SHORT-TERM DISABILITY

SHORT-TERM DISABILITY IS SELF-FUNDED.

- Claims Paid: \$292,972
 - An increase of 71%
- Admin Fees: \$42,342
 - An increase of 5%

LONG-TERM DISABILITY

LONG-TERM DISABILITY IS FULLY INSURED WITH BLUECROSS BLUESHIELD.

- Premium Paid: \$307,586
- An increase of 15%

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.

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

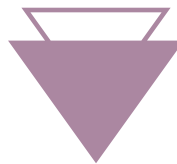
*Employees have the option to purchase additional long-term disability coverage.

LIFE INSURANCE

BASIC LIFE INSURANCE

Paid by the County.

\$374,819
SPENT IN
PREMIUMS



Coverage:
1.5 times employee's annual
base pay plus \$50,000 up to
\$400,000.

DEPENDENT SUPPLEMENTAL LIFE INSURANCE

Paid by the employee.

870
EMPLOYEES
PURCHASED
COVERAGE



Coverage:
\$10,000 for spouse and
\$5,000 for child(ren); up
to age 26.

SUPPLEMENTAL LIFE INSURANCE

Paid by the employee.

747
EMPLOYEES
PURCHASED
COVERAGE



Coverage:
1 or 2 times employee's annual
base pay up to \$500,000.

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
Collin County	1.5x Salary & \$50,000 up to \$400,000	No
Tarrant County	1x Salary up to \$350,000	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 Frisco	\$50,000 / \$150,000 for Uniform Police and Fire	Yes - Annual Salary
City of Richardson	2x Salary up to \$100,000	No
City of Garland	\$50,000	Yes - Annual Salary
Dallas County	Based on Salary - 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.

775

employees have county-paid long term care
benefits.

\$267,753

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.



\$402,417 PAID IN INDEMNITY.

Includes lost time wages and whole body impairment payments.

↑ 78%



\$460,476 PAID IN MEDICAL BILLS.

↑ 80%



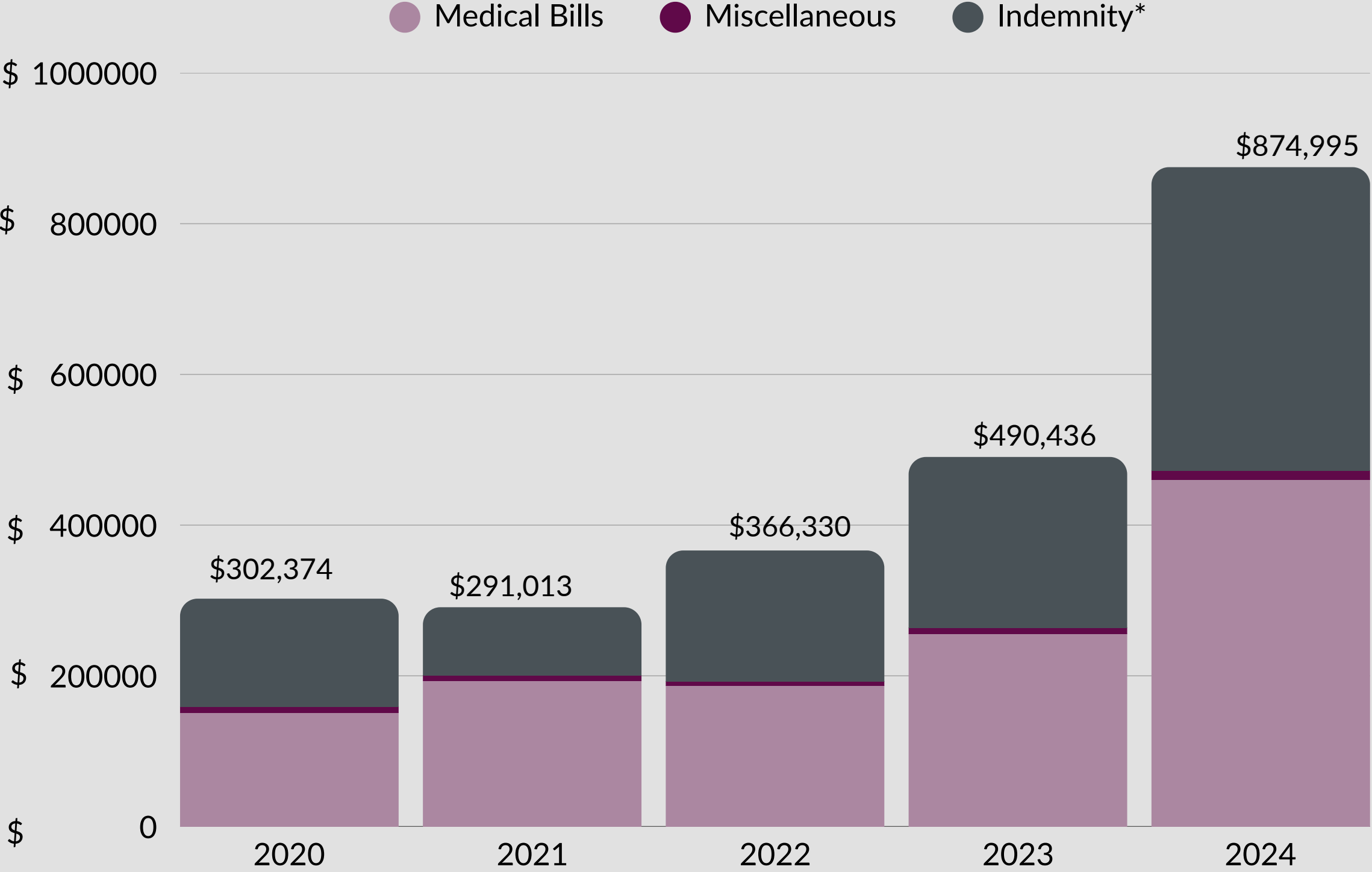
\$12,102 PAID IN MISCELLANEOUS CHARGES.

↑ 48%

WORKERS' COMPENSATION EXPENSES

<u>2020</u> Medical: \$150,657 Miscellaneous: \$8,718 *Indemnity: \$142,999	<u>2023</u> Medical: \$255,715 Miscellaneous: \$8,155 *Indemnity: \$226,566
<u>2021</u> Medical: \$193,052 Miscellaneous: \$7,793 *Indemnity: \$90,168	<u>2024</u> Medical: \$460,476 Miscellaneous: \$12,102 *Indemnity: \$402,417
<u>2022</u> Medical: \$187,025 Miscellaneous: \$5,236 *Indemnity: \$174,069	

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



ELECTED OFFICIAL MOTIVATION PAY



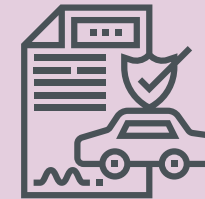
ELECTED OFFICIAL SAFETY PAY



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



COREBRIDGE



EMPOWER



NATIONWIDE

Employees were able to contribute up to \$23,000 annually to a 457(b) plan in 2024.

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.

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

*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 | City of Garland |
| Denton County | City of Richardson |
| Tarrant County | |