

Galveston County W.C.I.D. #1 - Employee Benefits Program

2018

Retirement – *The District is a member agency of the Texas County & District Retirement System (TCDRS).*

Employee contributes 7% of gross income; The District's match is 2:1; also includes a supplemental death benefit equal to one (1) year's salary. 8 year vesting; Rule of 75; 8 years of service at the age of 60; 30 years of service at any age.

Medical Insurance - *Current contract (through 02/28/19) is with Cigna.*

The District pays 100% of premium for employee and 67% for dependent coverage.

The employee's share for dependent coverage is as follows:

\$248.12/for 24 pay periods for Employee, Spouse and Children.

\$136.46/for 24 pay periods for Employee and Spouse Only.

\$111.65/for 24 pay periods for Employee and Children Only.

There is a \$2,000 individual in-network deductible for the calendar year, and a \$4,000 family in-network deductible for the calendar year.

This is a PPO managed care plan, (\$25 co-pay), with PCS card \$15/\$40/\$65.

Term Life and AD&D Insurance - *Current contract is with Principal Life Insurance Company.*

The District pays 100% premium for a Basic Life and AD&D Benefit of \$40,000 for all active full-time employees.

Medical Deductible Reimbursement

The District reimburses an employee and their dependents for medical expenses applied to the employees and their dependents medical deductible (\$1,000 individual deductible up to a \$2,000 family deductible).

Dental Insurance – *Current contract is with Principal Life Insurance Company.*

The District pays 100% of premium for employee and 50% for family coverage; employee's share is \$6.88/for 24 pay periods.

Vision Plan - *Current contract is with Principal Life Insurance Company.*

The District pays 100% of premium for employee and 50% for family coverage; employee's share is \$3.90/for 24 pay periods.

Long-Term Disability Insurance - *Current contract is with Principal Life Insurance Company.*

In event of disability, policy would pay 60% of monthly earnings, (with some restrictions).

Longevity Pay

After one (1) year of employment, employee earns \$7.00 per month per year of service; paid annually in December.

TCEQ Water and Wastewater Certification Program- for Field Employees

Eligible field employees are required to earn a minimum Grade C or Class II level of competency within three (3) years of initial employment. Certification pay ranges from \$25 to \$200 per certificate, depending on grade and level achieved.

Texas Water Utility Association - Customer Service Certification Program-for Office Employees

Eligible office employees may earn \$25/month per certificate level, maximum \$100 per month.

Compensatory Time

Employees may voluntarily choose to 'bank' up to 40 hours of compensatory time that can be taken as leave with pay.

Vacation Time - *Upon completion of x years of service, paid vacation scheduled with supervisor approval.*

1 – 4 years -- 2 weeks 5 – 13 years -- 3 weeks 14 - 24 years -- 4 weeks 25 + -- 5 weeks;

No carry over from year-to-year.

Holidays - 10½ days paid per year.

New Years Day – January 1st
Martin Luther King Day - Third Monday in January
Good Friday (½ day) – Friday before Easter Sunday
Memorial Day – Last Monday in May
Independence Day – July 4th
Labor Day – First Monday in September

Thanksgiving Day – Fourth Thursday in November
Friday after Thanksgiving
Christmas Eve Day – December 24th
Christmas Day – December 25th
Floating Holiday

Sick Leave

Accumulate 6.67 hours per month (10 days per year), for both personal and qualifying family illness. Employee can accrue up to 960 hours for extended illness.

Sick Leave Bank

Voluntary participation only, requires one (1) year of employment before eligible, extends sick leave beyond employee's personal accumulation.

Funeral Leave

Up to 3 days for immediate family with documentation.

Jury Duty

Receives full pay while serving on jury duty with documentation.

Credit Union

The District is a participating member of the Amoco Federal Credit Union.

Immunizations

Flu shots and Hepatitis A & B vaccinations are provided at no charge.

Appearance Standard

The District provides uniform rental service for all field employees.

Safety Shoes

Field employees are furnished a credit of \$130 toward purchase of steel-toed safety work boots bi-annually.

Employee Assistance Program

Confidential counseling services provided at no charge to employee and immediate family.

Educational Assistance Policy

100% reimbursement for tuition, fees and books for college level courses upon satisfactory completion of course work.