

Medical Benefits

Blue Cross Blue Shield of Texas

Medical and pharmacy benefits available to all regular full-time employees.

Comal County currently contributes \$850.09 a month towards the employee’s medical and pharmacy coverage.

2021/2022 Medical Rates
(Effective 10/01/2021)

*Bi-weekly (26 pay periods)

| | Child(ren)* | Spouse* | Family* |
|------------|-------------|----------|----------|
| 1 Child | \$99.08 | \$201.59 | \$301.34 |
| 2 Children | \$118.28 | | \$319.82 |
| 3 Children | \$136.76 | | \$338.30 |
| 4 Children | \$155.24 | | \$356.78 |
| 5 Children | \$173.72 | | \$375.26 |
| 6 Children | \$192.20 | | \$393.74 |

Additional coverage through **BC/BS of Texas**:

- ❖ Davis Vision – Discount Vision Program
- ❖ Fitness Program – Well on Target
- ❖ MDLive – Virtual Doctor/Therapist visits
- ❖ Nurseline – Speak with a registered Nurse

Additional County paid benefits:

- \$45K (Double Indemnity) Basic Life for full-time employees with Accidental Death & Dismemberment (VOYA)
- Short-term Disability for full-time employees (VOYA)
- Employee Assistance Program (EAP)

SUPPLEMENTAL PLANS

Supplemental insurance plans available through Allstate, Unum, and Guardian via Cafeteria Plan (Section 125):

Guardian Plans

- Dental
- Vision
- Voluntary Term Life (Employee & Family)*

Allstate Policies

- Accident*
- Cancer*
- Critical Illness*
- GAP Insurance

Unum

- Long-term Disability
- Whole Life*

Ameriflex

- Health Care FSA
- Dependent Care FSA

Legal Shield*

- Basic Legal
- Identity Theft

MASA*

- Medical Transport Services

*Portable coverages

FAMILY MEDICAL LEAVE (FMLA)

The Family Medical Leave Act (FMLA) allows eligible employees to take up to 12 weeks, during a 12-month period, unpaid job-protected leave for a qualifying family member and/or medical reason. Accrued time (comp/sick/vacation) may be used concurrent with FMLA time.

WORKERS’ COMPENSATION

Comal County provides a Workers’ Compensation program at no cost to all employees. This program covers injuries or illness sustained in the course of employment requiring medical, surgical, or hospital treatment. Workers’ Compensation runs concurrently with FMLA. All Workers’ Compensation reports should be submitted within 24 hours of the date of injury.

MILITARY LEAVE

Comal County employees are granted up to 15 calendar days (120 hours) of paid military leave each fiscal year with appropriate documentation.

SICK LEAVE POOL

Comal County employees have the ability to donate up to 40 hours per fiscal year of accrued sick leave into a general sick leave pool. Eligible employees who have a verifiable, catastrophic illness or injury may access available hours in this pool by submitting the appropriate forms. Each employee requesting sick leave pool hours must make a minimum donation of 8 hours within the preceding 12 months.

BEAVERMENT LEAVE

Comal County employees may be granted up to three (3) days of paid bereavement leave per death to qualified full-time employees.

TEXAS COUNTY AND DISTRICT RETIREMENT SYSTEM (TCDRS)

Member Participation - All elected officials and employees are required to become a member of the system. Employees *must* contribute 7% each pay period with the County matching the employee's deposits @ 2:1 at time of retirement.

Service Retirement - A member is eligible for lifetime monthly service retirement benefit payments if they:

- Accumulated at least 8 years of credited service and attained age of at least 60; or
- Attained an age and total credited service which equals 75 or more; or
- Accumulated at least 30 years of credited service.

Disability Retirement – (Non-service connected) A member with at least 8 years credited service who is permanently disabled for any reason and incapacitated for any gainful occupation.

Supplemental Death Benefit - Provides the beneficiary of a deceased employee-member with a lump sum death benefit payment equal to a year's salary. Provides beneficiary of a retired member with a lump-sum payment of \$5,000 upon death of the retired member.

Vesting - Employees earn vested rights upon the completion of eight (8) years of creditable service. Vesting is the right to retire and to receive lifetime monthly pension payments contingent upon satisfaction of the age requirement for retirement.

COUNTY DEFERRED COMPENSATION PLAN(S)

Public Employee 457(b) Deferred Compensation Plan is a voluntary, tax-favored supplemental retirement savings program that allows most employees to contribute a portion of their salary before federal taxes to a personal retirement account.

Primary advantages:

- Payroll deductions - automatic investment of your deductions
- Minimal contribution - as little as \$20 per month
- Pre-Tax and Tax-Deferred Benefits
 - Can set aside a maximum of up to \$20,500 per year
 - Catch up provisions for age 50 & older (up to \$6,500 per year)

Withdrawals:

- Retirement and termination of employment
- Unforeseeable emergency
- Death

Employees currently have two plans to choose from:

- Empower (previously MassMutual)
- Nationwide

VACATION ACCRUAL

Regular full-time employees are eligible to earn one weeks' vacation (5 days) after 6 months; 5 additional days after 12 months (2-weeks per year). Three weeks' vacation (15 days) after 10 years.

| # Days | Eligibility | Accrual | Accumulate |
|---|---|--|-------------------|
| 10 days (2-weeks) per year | 1 st pay period following 6-months service & 1 st pay period after 1 st year of service. | 3.08 hours per pay period (26 pay periods per year). *Note 1. | 160 hours maximum |
| 15 days (3-weeks) per year | 1 st pay period after 10 year anniversary date. | 4.62 hours per pay period (26 pay periods per year). *Note 2 | 240 hours maximum |
| <p>Note 1: Begins (as noted above) on pay period following 1st year anniversary & each pay period thereafter.</p> <p>Note 2: Begins on pay period following the 10th anniversary and each pay period thereafter.</p> | | | |

SICK LEAVE ACCRUAL

Regular full-time employees will accrue 3.08 hours per pay period after 30-days of employment. Non-exempt full-time employees may accrue up to 320 hours and exempt employees may accrue up to 640 hours of sick leave.

Non-exempt employees are eligible for the Sick Leave Buy Back (in December) if they have accrued over 320 hours, at half of their hourly rate of pay.

WELLNESS WERKS

The Comal County Wellness Werks Program is a voluntary wellness program available to all employees.

The program is administered according to federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008, and the Health Insurance Portability and Accountability Act, as applicable, among others.

Programs offered through Comal County Wellness Werks:

- **Well On Target (BC/BS)** – Blue Points: Rewards for Healthy Living
- **Catapult** – Fast, free & easy worksite and/or virtual wellness checkups.
- **Airrosti** – A safe and highly effective alternative to surgery, pain management, and long-term chiropractic or physical therapy treatment programs.
- **Sonic Boom** – A program providing tons of tools, resources, contests/challenges, and communications to help you focus on optimal nutrition, physical activity, weight management, stress reduction, and more.
- **Weight Watchers** - Find success with a weight-loss solution made for your life.
- **Wondr** – Clinically-proven weight loss without counting calories.
- **Livongo** – A program that helps make managing diabetes and blood pressure easier.
- **Omada** – A personalized program to help you reach your health goals – whether losing weight, gaining energy, or improving your overall health.

Comal County is an Equal Opportunity Employer and does not discriminate on the basis of race, color, religion, creed, sex, disability, national origin, political affiliation, age, or any other legally protected status. *Reasonable accommodation will be made for persons with disabilities during the application process and/or at the time of employment. Requests for accommodation should be made to the Human Resources Department as early as possible in the application/employment process.*

Comal County participates in the E-Verify Program. <https://www.e-verify.gov/>