



TEXAS PANHANDLE CENTERS FY2024 SUMMARY OF BENEFITS

GROUP HEALTH BENEFITS

Employees become eligible for insurance benefits the first day of the month after 60 days, unless otherwise noted.

MEDICAL COVERAGE	TPC Pays	Employee Pays
Employee Only	\$758.96 per month	\$68.00 per month
Employee Plus Child/Children	\$1009.02 per month	\$480.00 per month
Employee Plus Spouse	\$1027.53 per month	\$536.00 per month
Employee Plus Family (spouse + child/children)	\$1068.55 per month	\$828.00 per month

DENTAL COVERAGE	TPC Pays	Employee Pays
Employee Only	\$28.00 per month	\$0
Employee Plus Child/Children	\$28.00 per month	\$42.00 per month

Employee Plus Spouse	\$28.00 per month	\$44.00 per month
Employee Plus Family (spouse + child/children)	\$28.00 per month	\$47.00 per month

VISION COVERAGE	TPC Pays	Employee Pays
Employee Only		\$11.02 per month
Employee Plus One		\$18.58 per month
Employee Plus Multiple Children		\$18.96 per month
Employee Plus Family (spouse + child/children)		\$30.58 per month
Out of Pocket Maximum: Individual = \$7,825.00 Family = \$15,600.00		
Pet Insurance		Rates vary, depending on age of pet and the coverage selected. Fully funded by staff.
Identity Theft Coverage through Aura Identity Guard		Rates vary, depending on package selected. Fully funded by staff.

PAID TIME OFF (PTO)

Up to 2 Years of Employment	2-5 Years of Employment	5-10 Years of Employment	10-15 Years of Employment	15-20 Years of Employment	20-25 Years of Employment	25+ Years of Employment
Earn 5.54 hours bi-weekly	Earn 6.46 hours bi-weekly	Earn 7.38 hours bi-weekly	Earn 8.31 hours bi-weekly	Earn 9.23 hours bi-weekly	Earn 10.15 hours bi-weekly	Earn 11.08 hours bi-weekly
250 hour maximum carryover per year	288 hour maximum carryover per year	300 hour maximum carryover per year	336 hour maximum carryover per year	360 hour maximum carryover per year	380 hour maximum carryover per year	400 hour maximum carryover per year

TelaDoc Medical Services		Staff are able to face-time or speak to a licensed provider over the phone for minor medical issues. There is no cost to the employee for this service.
CareToday Urgent Care		Staff may see a licensed provider within an urgent care setting for minor medical issues at CareToday's Bell Street or Grand Street locations for \$10 co-pay .
Life Insurance	TPC pays 1.5 times the employee's annual salary	Employee may purchase optional life insurance policies for themselves, their spouse, and/or their children.
Employee Assistance Program (EAP)	Mental health, financial, and legal counseling and consultations for employees and their household members	
Supplemental Policies	<p>Employees may purchase Disability, Long Term Disability, Whole Life, Term Life, Texas Life, and Cancer Plans coverage from American Fidelity Assurance</p> <p>OR</p> <p>the following policies from The Standard:</p> <p>Critical Illness Hospital Indemnity Insurance</p> <p>Accident</p>	
Holidays	<div style="display: flex; justify-content: space-between;"> <div> <p>New Year's Day</p> <p>Martin Luther King Day</p> <p>Memorial Day</p> <p>Independence Day</p> <p>Labor Day</p> </div> <div> <p>Thanksgiving Day</p> <p>Friday After Thanksgiving</p> <p>Christmas Eve Day</p> <p>Christmas Day</p> </div> </div>	

	Staff receive one (1) Mental Health Floating Holiday, one (1) Celebrate Diversity Day! Floating Holiday, and one (1) Day to Remember Floating Holiday on an annual basis after ninety days of employment. Floating holidays will be awarded on September 1 st of each year and must be used by August 31 st within the same year awarded. Floating holidays may only be used in eight hour blocks and may not be split on an hourly basis.																					
Retirement	<p>TPC will match one percent higher than employee's contributions up to 6%.</p> <p>Staff will be automatically enrolled into a 457 Retirement Account at one percent (1%) of their annual salary. Staff may increase their contribution or opt out at any time.</p> <table><tr><th>Staff Contribute</th><th>TPC Matches</th></tr><tr><td>1%</td><td>2%</td></tr><tr><td>2%</td><td>3%</td></tr><tr><td>3%</td><td>4%</td></tr><tr><td>4%</td><td>5%</td></tr><tr><td>5%</td><td>6%</td></tr><tr><td>6%</td><td>7%</td></tr></table>	Staff Contribute	TPC Matches	1%	2%	2%	3%	3%	4%	4%	5%	5%	6%	6%	7%	<p>Employees will become vested in their retirement according to the following schedule:</p> <table><tr><td>2 years: 20%</td><td>5 years: 80%</td></tr><tr><td>3 years: 40%</td><td>6 years: 100%</td></tr><tr><td>4 years: 60%</td><td></td></tr></table> <p>On or before August 31st each year, fifty percent (50%) of TPC forfeitures will be allocated in equal amounts to all active participants in the retirement program.</p>	2 years: 20%	5 years: 80%	3 years: 40%	6 years: 100%	4 years: 60%	
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