

## Health Care Plan

As an employee with Randall County, the monthly premium for your health care coverage is only \$25 for the Basic Health Plan unless you take the wellness test, then it has no premium and no cost for the High Deductible Health Plan (Health Savings Account). See the Randall County Health Plan document for more information on these two options. There is a cost associated for spouse and dependents. Spouse premium cost is \$410.00 per month and dependents are \$125.00 per dependent per month. Health insurance becomes effective the 1<sup>st</sup> of the month following 42 days of employment. These premiums are offered through pre-taxed payroll deductions.

Other benefits offered through payroll deduction are:

- Dental Insurance
- Vision Insurance
- Group Term Life Insurance
- Universal Life Insurance
- Accident
- Short-term Disability
- Critical Illness Plans
- Medical and Childcare Reimbursement
- Cancer/ICU/CCU & 32 other Diseases Plan
- 457B Retirement Savings plan

## Randall County Employee Assistance Program

Alliance Work Partners

Toll Free: 1-800-343-3822

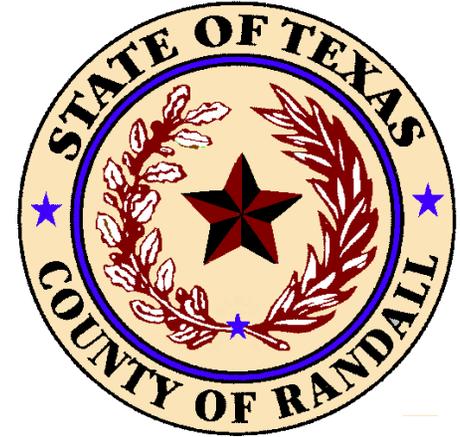
TDD: 1-800-448-1823

EAP Teen Line: 1-800-334-TEEN (8336)

**Call HR for more information**

## Retirement Plan Provided Through Texas County and District Retirement System (TCDRS)

- Account Base – 7% (pre-tax) is deducted from each paycheck and builds your account
- Account growth – You earn 7% compound interest on your account balance every year
- County Matching – At retirement your final account balance is matched 200% when you select your monthly benefit
- Eligibility for Retirement –
  - You earn one month of service time for each month you make a deposit in your TCDRS account
  - Randall County's vesting period is 8 years of service, at this point you are eligible for the County matching
  - To be eligible to retire you must be:
    - Age 60 with 8 years of service, or
    - Age plus years of service must = 75 or greater with at least 8 years of service, or
    - Any age with 20 years of service
- Randall County also provides a group term life insurance policy through TCDRS at no cost to the employee. Your beneficiary will be paid a benefit amount of 1 times your annual salary.



# FY2019 EMPLOYEE BENEFITS PROGRAM

For additional information, please contact:

Randall County Human Resources/Payroll  
(806) 477-1701  
[www.randallcounty.com](http://www.randallcounty.com)

For a listing of job openings, please visit our website at [www.randallcounty.com](http://www.randallcounty.com)

## Vacation Pay

Vacation days are earned by years of service in the following manner:

- 1-4 years – 10 days
- 5-9 years – 12 days
- 10-14 years – 15 days
- 15-19 years – 18 days
- 20-24 years – 20 days
- 25-29 years – 24 days
- 30-34 years – 28 days
- 35 or more years – 32 days

Vacation accruals are earned on the pay period following the month of the anniversary date. For the first year, 5 days are earned on the first pay period following the 6 month anniversary and the other 5 days are earned on the pay period following the one year anniversary date.

## Sick Leave Pay

Employees earn 10 days of sick leave each year. Once an employee has more than 20 days of sick leave, the County will pay the employee half of the sick leave amount up to 10 days as long as the employee's accrued total does not go below 20 days of sick leave and the employee chooses to sell back the sick leave time earned. This is done on an annual basis.

## **Teladoc**

**Gives you access 24 hours, 7 days a week to a U.S. Board-certified doctor through the convenience of phone, video or mobile app visits.**

## County Sick Leave Pool

The purpose of the County Sick Leave Pool program is to provide additional sick leave for eligible full-time employees (to facilitate their return to work), who have a **catastrophic illness or injury**. The non-occupational illness or injury must last longer than three weeks (21 calendar days) and cause the employee to exhaust all personal accrued leave time (vacation, sick leave and compensatory time).

### Eligibility:

Full-time employees who have 12 months of service and have exhausted all personal accrued time.

### Administration:

The Sick Leave Pool Administrator has been appointed by the Commissioners' Court and the Administrator has appointed 3 members to the committee to review all applications for membership and grant requests.

### Withdrawals:

The maximum amount of sick leave hours granted to an individual applicant is 180 days or 1/3 of the Sick Leave Pool balance, whichever is greater. The amount granted is determined by the Sick Leave Pool Committee.

See the Sick Leave Pool Policy for further details or contact the Randall County Human Resources/Payroll Department for more information at 806-477-1701.

In 2018-2019, Randall County has 11 paid Holidays. They are as follows:

- Veteran's Day 2018 Nov. 12
- Thanksgiving 2018 Nov. 22-23
- Christmas 2018 Dec. 24- 25
- New Year's Day 2019 Jan. 1
- President's Day 2019 Feb. 18
- Good Friday 2019 April 19
- Memorial Day 2019 May 27
- Independence Day 2019 July 4
- Labor Day 2019 Sept. 2

## Compensation and Advancement

- Randall County's pay plan has 1% pay for performance raises per year built in
- Cost of living increases annually (if financially available)
- Randall County consistently promotes from within
- Paid training available for certain positions
- Stable work environment