



Summary of Benefits

Benefits	FT	PT Eligible	PT PR	Description	Eligibility
Group Health and Prescription Coverage Self-insured Plan Meritain Health Aetna POS II Network	❖			MCHD pays majority of coverage for the employee. Dependent coverage percentage paid by MCHD, with the remainder taken by payroll deduction. \$25 office co-pay for MCHD active medical staff; \$0 deductible for services provided by MCHD active medical staff and Matagorda County Hospital District.	First day of the month following start date
Group Dental & Vision Coverage Renaissance	❖			MCHD pays a percentage of the premium.	First day of the month following start date
Employee Assistance Program (EAP) SupportLinc	❖			Confidential assistance with a wide range of issues, such as coping with unexpected life changes; grief or bereavement; marital or relationship problems; anger management; alcohol or drug dependencies; and anxiety and depression.	First day of the month following start date
Group Life Insurance and Accidental Death & Dismemberment (AD&D) thru Standard Life Insurance	❖			This insurance is paid in full by MCHD. The amount is one times the annual salary not to exceed \$50,000. Through the AD&D portion, the employee qualifies for double indemnity in the event of accidental death.	First day of the month following start date
Long Term Disability Insurance thru Standard Life Insurance Company	❖			This insurance is paid in full by MCHD. 60% monthly benefit based on monthly salary.	First day of the month following 90 days of employment
Retirement plan thru Texas County & District Retirement System (TCDRS)	❖	❖		A 6% tax deferred contribution is required of the employee, and MCHD matches the employee contribution at 6%. Vested at 5 years of credited service; earns 7% interest.	Date of hire
Employee Meals	❖	❖	❖	20% off Cafeteria Meals.	Date of hire
Vacation	❖			<p>Vacation time is earned based on length of employment and status. Regular full time employees accrue vacation at a rate of 3.08 hour per pay period & increases as per schedule below:</p> <p>0-5 years of service = 10 days per year 6 years of service = 11 days per year 7 years of service = 12 days per year 8 years of service = 13 days per year 9 years of service = 14 days per year 10 years of services = 15 days per year 11 years of services = 16 days per year 12 years of services = 17 days per year 13 years of services = 18 days per year 14 years of services = 19 days per year 15 years of services = 20 days per year 20 years of services = 23 days per year</p> <p>Part-time eligible employees accrue vacation at an accrual of 1.54 hours per pay period which is equivalent to 40 hours per year.</p>	After 6 months of employment

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Sick Leave	❖	❖		Based on length of service and employment status. FT employees accrue 3.69 hours per pay period equivalent to 12 sick days per year. Sick leave may be accrued up to a total of 720 hours.	Based on number of hours accumulated. See full policy for details.
Holidays	❖			Eight paid holiday per calendar year (New Years, Good Friday, Memorial Day, July 4 th , Labor Day, Thanksgiving, Friday after Thanksgiving, Christmas and one Personal Day.	Date of hire
Leave of Absence (LOA)	❖			Request for LOA will be considered by the Department Managers for the following reasons: Education, Military, FMLA, and personal matters. Human Resources must be notified prior to taking leave when foreseeable.	Date of hire
Bereavement	❖	❖	❖	MCHD pays up to three calendar days (max of 24 hours) during the bereavement period accompanying the loss of an immediate family member.	Date of hire
Credit Union	❖	❖	❖	MCHD employees may participate in the Matagorda County Credit Union. MCHD provides payroll deduction. There is a \$1.00 membership fee with a \$25.00 minimum balance to maintain an account.	Date of hire
Employee Health and Immunizations	❖	❖	❖	MCHD maintains a comprehensive health program for the benefit of all employees. PPD on date of hire with annual questionnaire thereafter. Flu vaccine and Hepatitis B vaccine at no charge.	Date of hire
Star Performer Program	❖	❖	❖	Program designed to increase the level of job satisfaction, employee retention, encourage teamwork and performance improvement throughout the District.	Date of hire
Company Store (located in the Gift Shop)	❖	❖	❖	Various Matagorda County Hospital District items available for purchase thru payroll deduction as well as other gift shop items	Date of hire
Tuition Assistance	❖			Tuition reimbursement for those employees seeking higher education	After twelve (12) months full time employee
Direct Deposit	❖	❖	❖	See Human Resources for details.	Date of hire
Supplemental Insurance Policies (Short Term Disability; Critical Illness; Accident; Cancer; Group Term Life Insurance, Flexible Spending Account, & ROTH 457 IRA)	❖			Voluntary benefits available at minimal cost to employees	Open enrollment time frame following hire date
Wellness Center	❖	❖	❖	MRMC's Wellness Center is the hub of physical activity and healthy lifestyle choices for Matagorda County employees. Memberships available for employee. For more information, contact the wellness center at (979) 241-5700.	Date of hire