

DALLAS/FORT WORTH INTERNATIONAL AIRPORT 2018 SUMMARY OF BENEFITS FOR DPS COVERED EMPLOYEES

The following benefits are available to all regular full-time DPS covered employees.

MEDICAL, DENTAL, AND VOLUNTARY PLANS	BENEFIT	COST PER PAY PERIOD
Blue Cross Blue Shield EPO (Exclusive Provider Organization)	\$30 PCP office visit / \$60 specialist office visit copayment. See Benefits Guide for details.	EE Only 76.00 EE + EE Children 155.00 EE + Spouse/DP 188.00 EE + Spouse/DP + EE/DP Children 267.00
Blue Cross Blue Shield PPO (Preferred Provider Organization)	80/20 with a \$300 per person deductible. See Benefits Guide for details.	EE Only 112.00 EE + EE Children 229.00 EE + Spouse/DP 277.00 EE + Spouse/DP + EE/DP Children 393.00
Blue Cross Blue Shield HCA (Health Care Account)	80/20 with a \$1,500 per person deductible. \$500 fund for employee only and \$1,000 fund for employee + dependents. See Benefits Guide for details.	EE Only 32.00 EE + EE Children 61.00 EE + Spouse/DP 76.00 EE + Spouse/DP + EE/DP Children 103.00
Cigna DHMO	See Benefits Guide for details.	EE Only 4.81 EE + EE Children 9.09 EE + Spouse/DP 8.51 EE + Spouse/DP + EE/DP Children 11.81
Cigna DPPO	See Benefits Guide for details.	EE Only 22.20 EE + EE Children 40.89 EE + Spouse/DP 39.89 EE + Spouse/DP + EE/DP Children 54.97
Voluntary Legal Service (LegalShield)	Covers members on or off the job for personal and business matters. See Benefits Guide for details.	Flat rate – Individual Coverage 7.82 Flat rate - Family Coverage 8.75
Voluntary Accident Indemnity Advantage (Aflac)	Provides 24-hour accident only insurance designed to provide cash benefits in the event of an accident, on or off the job. See Benefits Guide for details.	Go to www.aflac.com/dfwairport
Voluntary Cancer Care (Aflac)	Provides additional dollars to cover out-of-pocket expenses associated with cancer treatment. See Benefits Guide for details.	Go to www.aflac.com/dfwairport
Voluntary Critical Care and Recovery (Aflac)	Direct, immediate cash benefit upon diagnosis of having had a critical illness event. See Benefits Guide for details.	Go to www.aflac.com/dfwairport
Voluntary Short-Term Disability Insurance (Aflac)	Limited benefits disability income protection with a benefit period of 3 or 6 months. See Benefits Guide for details.	Go to www.aflac.com/dfwairport
Voluntary Permanent Life Insurance (Texas Life)	Ideal complement to group term life insurance provided to all employees by DFW. Available to employee and employee's spouse, minor children, and minor grandchildren. See Benefits Guide for details.	Go to: www.texlife.com/DFW

OTHER HEALTH AND WELFARE BENEFITS	BENEFIT
Basic Employee Term Life / AD&D	2 times annual salary. No cost to employee.
Supplemental Employee Life / AD&D (must enroll when first eligible or provide Evidence of Insurability later)	1X, 2X, or 3X annual salary. See Enrollment Guide for details and Calculation Worksheet for Life/AD&D for cost.
Dependent Term Life (must enroll when first eligible or provide Evidence of Insurability later and must have elected Supplemental Employee Life / AD&D)	Spouse: 1X annual salary of employee up to \$75,000 maximum; \$10,000 coverage per child. See Enrollment Guide for details and Calculation Worksheet for Life/AD&D for cost.
DFW Flexible Spending Accounts	Health care expenses: \$130 minimum to \$2,600 maximum annual contribution Dependent day care expenses: \$5,000 maximum annual contribution See Enrollment Guide for details.
COBRA	Employee, spouse, and dependent may purchase medical and dental coverage upon termination of plan.

This summary does not constitute a full explanation of benefits and if there is any discrepancy between this summary and the plan documents, the plan documents will govern. The Board retains sole discretion to amend or revoke these benefits in any way, at any time, including reducing or eliminating said benefits.

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Post Retirement Medical (Must retire while covered under DFW's Group Medical Plan to be eligible)	Available for retiree, spouse, and dependents (provided spouse and dependents are covered under DFW's Group Medical Plan at time of employee's retirement).
LEAVE RELATED BENEFITS	BENEFIT
Time Off with Pay (TOP) – Commissioned Employees	Less than 4 years – 120 hours 4 through 9 years – 160 hours 10 or more years – 200 hours
Time Off with Pay (TOP) – 24-Hour Fire Certified Employees	Less than 4 years – 180 hours 4 through 9 years – 240 hours 10 or more years – 300 hours
Holidays	7 days per year.
Bereavement Leave	3 days for death of immediate family member.
Military Leave	15 days per year.
DISABILITY BENEFITS	BENEFIT
Sick Leave	12 days per year.
Short-Term Disability (eligible upon completion of 6 months of service)	Benefit for extended absences due to an illness or non-work related injury. Provides salary continuation that pays a percent of employee's pay based on length of service for up to 180 calendar days.
Workers' Compensation (eligible upon hire)	A state-regulated insurance program that provides covered employees with income and medical benefits for a work-related injury or illness.
Long-Term Disability (eligible after 6 months of disability)	60% of base pay up to a maximum of \$10,000 per month.
Family and Medical Leave (eligible upon completion of 12 months of service)	Up to 12 weeks of Family and Medical Leave during a 12-month period.
RETIREMENT PLANS / SAVINGS	BENEFIT
Retirement Plan for DPS Covered Employees – Rule of 80 and 25-Year Rule	<ul style="list-style-type: none"> Provides benefits at retirement or death. DPS Covered Employees contribute to the plan on effective date of hire and become 100% vested in the plan after 5 years of vesting service with the Board. DPS Covered Employees contribute 7% of base pay to the pension plan so they may retire with full pension benefits at age 50 or older, when the sum of the participant's age and credited service is at least 80 points or at any age with 25 years of service in a DPS covered position.
457 Defined Contribution Plan	<ul style="list-style-type: none"> DFW Airport offers the opportunity for DPS Covered Employees to voluntarily participate in the 457 defined contribution plan. All employee contributions are pre-tax. The plan is currently administered by ICMA-RC and offers a variety of investment funds. Employees are eligible to participate upon their date of hire, and may enroll in the plan at any time with a minimum contribution of \$10 per pay period. Employees may contribute up to an annual maximum of \$18,500 to the 457 plan (\$24,500 if age 50 or older).
OTHER INCENTIVES	BENEFIT
Wellness Incentive (eligible upon completion of 13 full pay periods as a regular full-time employee during the fiscal year, and be employed with the Board on the date the wellness incentive payments are made.)	12 hours pay for each wellness component completed, for a total of up to 36 hours pay per year.
Longevity Pay (eligible upon completion of 1 year of service for positions in pay bands 1 through 4)	\$4 per month of service, up to \$1,200.
Service Awards (eligible upon completion of 5, 10, 15, 20, etc. years of service)	Employee receives pin, certificate, and award.
Tuition Assistance	Percentage based on grade.