

EMPLOYEE BENEFITS

INSURANCE – TML-TX Health (Texas Health Benefit Pool)

- MEDICAL / DENTAL / VISION (30-day waiting period for effective date)
- City Pays 100% of **Employee** Medical coverage
- Dental, Vision and Dependent coverage available, via City contribution credit & payroll deduction
- Life insurance & Accidental Death/Dismemberment (\$10,000)
- Air Evac Lifeteam annual membership
- AFLAC supplemental policies available thru payroll deductions

RETIREMENT – TMRS (Texas Municipal Retirement System) **(Personnel Policy: Section 3.11)**

- 5% deducted from Employee each pay period
- City contributes 2:1 ratio to accumulation fund

LONGEVITY – (+) \$0.20 per hr. per year (Caps at 20 years, \$4.00 per hr.) **(Personnel Policy: Section 4.9)**

- Longevity pay shall commence upon completion of one (1) year of service to the City and continue annually on the first pay period of each new fiscal year budget cycle
- Per year increment caps at 20 years of service; \$4.00 per hour per year will be maximum benefit for service years over 20 years.

SICK LEAVE - 6 DAYS PER YEAR

(Personnel Policy: Section 5.3)

- Accrued each pay period to a maximum of 30 days = 240 Hours
- Sept. 30 each year, Employee with more than 240 Hours receives a check for all hours over 240

VACATION - ACCRUES ON HIRE DATE EACH YEAR

(Personnel Policy: Section 5.2)

- After 1 year – 5 Days
- 2 to 8 years - 10 Days
- Over 8 years – 15 Days
- May accrue maximum of 20 Days = 160 Hours
- “Buy Back” option up to 40 hours over 160 hours maximum accrual per year

PERSONAL DAYS – 2 DAYS PER CALENDAR YEAR

(Personnel Policy: Section 5.4)

HOLIDAYS - 14 DAYS PER YEAR

(Personnel Policy: Section 5.1)

- HOLIDAY PAY GRANTED AFTER 30 DAYS OF EMPLOYMENT

NEW YEARS DAY	JAN 1 ST
MARTIN LUTHER KING JR. DAY	3 RD MONDAY IN JAN
PRESIDENTS DAY	3 RD MONDAY IN FEB
GOOD FRIDAY	FRIDAY BEFORE EASTER
MEMORIAL DAY	LAST MONDAY IN MAY
JUNETEENTH	JUNE 19TH
INDEPENDENCE DAY	JULY 4TH
LABOR DAY	1 ST MONDAY IN SEPT
VETERANS DAY	NOVEMBER 11 TH
THANKSGIVING DAY	4 TH THURSDAY IN NOV.
DAY AFTER THANKSGIVING	FRIDAY
CHRISTMAS EVE	DEC 24 TH
CHRISTMAS DAY	DEC 25 TH

BIRTHDAY HOLIDAY – 1 day within a pay period of employee’s birthday

FUNERAL LEAVE - 5 DAYS PER YEAR

(Personnel Policy: Section 5.8)

UNIFORMS (Public Works)

- City provides laundered shirts and pants each week from a uniform company
- City purchases 1 pair of boots annually for employee