

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