



BENEFITS AT A GLANCE

INSURANCE

- The city provides \$700 towards each employee's insurance.
- There are 3 plans to choose from. One costs less than the \$700.
- Dental & vision are available for purchase. The City does not contribute to the cost of dental or vision.

RETIREMENT

- TMRS- (Texas Municipal Retirement System) employee's contribution is 7%. The city's contribution is 2 to 1 match (14%).
- 5 year vesting schedule to receive city funds at retirement.
- 457- We offer this, but the city does not contribute.
- Supplemental death benefit = to current base salary; \$7500 after retire

VACATION ACCRUALS

- 12 days first year of service
- 15 days years 2 thru 10 of service
- 18 days 11 thru 15 years of service
- 21 days 16 thru 19 years of service
- 24 days 20+ years of service
- 40 day maximum carryover (any unused days are carried over for the next year)

SICK ACCRUALS

- 15 days per year
- 135 day maximum carryover (any unused days are carried over for the next year) (non-civil service only)
- Sick leave sell back policy (can sell back 2 weeks per year @ 75% pay) (non-civil service only)

ATTENDANCE HOLIDAY DAYS

- Earn 8 hours per quarter of attendance time (time off) for every quarter that **no** sick time, funeral leave, or injury leave is taken.

HOLIDAY PAY

- 12 paid holidays per year

LONGEVITY

- \$4 for every month of service paid out in Nov.

LIFE INSURANCE

- City pays for 25k basic life and 25k for AD&D for each employee ,
- 10k/20k spouse, 5k children available for purchase as well as additional employee coverage

LTD

- City contributes the full cost of long-term disability