



# *The* CITY OF PARIS

## **BENEFITS AT A GLANCE**

### **INSURANCE**

- The city provides \$595 towards each employee's insurance.
- There are 4 plans to choose from. Two cost less than the \$595 and two cost more.
- 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 -14 years of service
- 21 days 15-19 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)
- Sick leave sell back policy (can sell back 2 weeks per year @ 75% pay)

### **ATTENDANCE HOLIDAY DAYS**

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

### **HOLIDAY PAY**

- 10 paid holidays per year

### **LONGEVITY**

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

### **LIFE INSURANCE**

- City pays for 25k 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