



Employee Benefits Summary FY 20-21

ITEM	ELIGIBILITY	BENEFITS	COST TO EMPLOYEE
Medical Insurance BASE PLAN \$3000 Deductible CIGNA	Date of Hire	Employee Only - No Cost Employee and Spouse - \$145.95 Employee and Child(ren) - \$128.26 Employee and Family - \$256.51 <i>(cost is per 24 pay periods)</i>	Employee Cost Paid by City Dependent Coverage Paid by Employee
Medical Insurance BUY UP PLAN \$1500 Deductible CIGNA	Date of Hire	Employee Only - \$14.04 Employee and Spouse - \$178.48 Employee and Child(ren) - \$158.55 Employee and Family - \$303.07 <i>(cost is per 24 pay periods)</i>	Employee Cost Paid by City Dependent Coverage Paid by Employee
FSA Medical Expense & Dependent Care CIGNA	Date of Hire	Pre Taxed - Debit Card	Voluntary Participation
Dental Insurance MetLife	Date of Hire	Employee Only - No Cost Dependent coverage - \$33.11 <i>(cost is per 24 pay periods)</i>	Employee Cost Paid by City Dependent Coverage Paid by Employee
Life Insurance AD&D Mutual of Omaha	Date of Hire	1X annual salary to maximum \$100,000 PLUS \$10,000; Voluntary Supplemental Life Insurance on employee and dependents	Employee Cost Paid by City Dependent Coverage Paid by Employee
Long Term Disability Mutual of Omaha	Date of Hire	Replaces 60% of income per month after 180 days to age 65; benefit pays due to sickness/injury and unable to work.	City Paid
AFLAC	Date of Hire	Various supplemental accident/ cancer policies Voluntary	Employee Paid
Retirement TMRS	Date of Hire	<i>Texas Municipal Retirement System</i> Mandatory Participation Employee contribution - 7%; City contribution - 14% Vesting Period: 5 years Retire after 20 yrs at any age or 5 yrs of service at age 60	7% gross pay
Retirement ICMA	At any time	Supplemental and Voluntary	Voluntary Participation



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Vacation	Upon completion of six months probationary period.	0-5 Years - 10 days 5-10 years - 15 days 10 + years - 20 days Employees can only carry over from one year to the next only amounts earned during prior year.	City Paid
Sick Leave	Upon completion of six months probationary period.	7 days per year Unlimited accrual	City Paid
Holidays	Hire Date	<u>11 Paid Holidays:</u> New Year's Day, MLK Day, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the day after, Christmas Eve Christmas Day and (1) Floating Holiday	City Paid
Longevity Pay	Following 1st year of employment	\$4 per month of service with the City. Paid out in November	City Paid
Jury Duty & Military Leave	Hire Date	As outlined in the HR Policy Manual	City Paid
Employee Assistance Program (EAP)	Hire Date	Mutual of Omaha www.mutualofomaha.com/eap OR 1-800-316-2796 Mutual of Omaha's EAP assists employees and their eligible dependents with personal or job-related concerns, including: <ul style="list-style-type: none"> • Emotional well-being • Family and relationships • Legal and financial • Healthy lifestyles • Work and life transitions 	City Paid
Bereavement Leave	Hire Date	Three days for immediate family (detailed in the HR Policy Manual)	City Paid
Family Medical Leave Act (FMLA)	One year from Hire Date	Federal act allowing the employee up to 12 weeks of unpaid leave (with job protection). See HR for details.	Employees can supplement with accrued sick and vacation time