

# FULL-TIME BENEFITS PACKAGE



## VACATION TIME:

10 days per year (less than 5 years)  
13 days per year (5-10 years of service)  
16 days per year (10-15 years of service)  
19 days per year (16-20 years of service)  
22 days per year (20+ years of service)

## HOLIDAYS: 11 days per year

The following are official holidays with pay: New Year's Day, Birthday of Martin Luther King, Jr., Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Day after Thanksgiving, Christmas Eve, Christmas Day, two floating holidays each year.

## SICK TIME: 12 days per year

Starting with the first day of employment, all full-time employees will accrue one-day (8 hours) of sick leave each month.

## HEALTH INSURANCE:

Single - \$117.28 per month (\$54.13 bi-weekly)  
Family - \$301.36 per month (\$139.09 bi-weekly)

Rates listed above are the discounted rates for employees who participate in our annual wellness program.

### Regular Rates (without wellness discount)

Single - \$234.56 per month (\$108.26 bi-weekly)  
Family - \$418.67 per month (\$193.23 bi-weekly)

## EMPLOYEE HEALTH CLINIC: (no cost to employees on the City's health plan)

## DENTAL COVERAGE: Administered through CIGNA. 100% employee paid

## LIFE INSURANCE: (no cost to employee)

A basic term insurance policy equal to the employee's annual salary is provided by the City. Once the employee has 5 years of service the policy increases to 2x the employee's salary. Optional coverage may be purchased through payroll deduction.

## LONG-TERM DISABILITY: (no cost to employee)

Disability benefits, if payable, will become payable only following a 180-day period of total disability, and will provide up to 60% of the employee's base salary including a combination of social security disability, worker's compensation, and group disability pension.

## VOLUNTARY BENEFITS:

Open enrollment in November of each year. Product offerings include whole life insurance, vision, short-term disability, disease-specific coverage (cancer, heart/stroke, etc.), flex spending, and AFLAC critical illness and hospital indemnity.



## RETIREMENT:

The City participates in the TCRS Hybrid plan. There is a 5% mandatory employee contribution to the defined benefit (pension) plan with a 4% City match. Employees are auto-enrolled in the 401(k) plan at 2% of their salary, which the employee can opt out of or increase. The City contributes 5%. Employees are also eligible to voluntarily contribute to a 457b plan.



## TUITION ASSISTANCE:

Eligible employees may apply for assistance for accredited college tuition costs up to \$500 per semester.

## EDUCATION INCENTIVE:

Employees receiving a bachelors or master's degree are eligible for a one-time \$2,500 bonus incentive.

