

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.

