



Type of Benefit	Amount Paid by the City	Amount Paid by Employee	Eligibility - Full Time Employees	Description of Benefit
Ten Paid Holidays per Year	100%		Immediate	New Year's Day, MLK Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Thanksgiving Friday, Christmas Eve, Christmas Day
Vacation	100%		ACCRUES BI-WEEKLY May be taken after the sixth (6th) month of employment. In years 6-10 an extra day per year is earned for a maximum of 15 days after 10 years of employment. (Police officers and Firefighters earn 15 days vacation after one year of service)	Equivalent to two (2) weeks paid leave; three (3) weeks for firefighters and police officers: Maximum of 15 days after 10 years. Maximum accrual of 21 days for 0-10 years of employment. Maximum accrual of 30 days for 10+ years of employment.
Paid Sick Leave	100%		ACCRUES BI WEEKLY Usage begins after the first (1st) month of employment	Equivalent to 15 days earned per year. Maximum Accrual of 120 days. Attendance Incentive Pay - Maximum of \$200
Emergency Leave with Pay	100%		Immediate	Five (5) days per year, may use when illness or death occurs in immediate family; non-cumulative
Funeral Leave	100%		Immediate	2 Days per year
Short-term Military Leave with Pay	100%		Immediate	15 days paid leave per year is provided for members of the National Guard or members of Reserve Components of the armed forces to attend annual training
Jury Duty	100%		Immediate	Full salary while on duty
TMRS - Texas Municipal Retirement System	2 to 1 match at time of retirement	7% of earnings	Immediate	5 year vesting period; Can retire with 5+ years of service & age 60 or 20 years of service at any age; 1 x annual salary upon death of active employee; \$7,500 death benefit to beneficiary of retiree. Go to www.tmars.com for other information.
Social Security and Medicare	Base maximum will rise automatically in future years as earning levels rise; Tax rate: Each employer and employee will pay equal shares (tax rate is raised or lowered by Federal Law) 2007 Rate - 7.65 % of W ages	2007 - 7.65% of Wages	Immediate All City employees are required to participate in the Social Security Program	This contribution is recorded to your individual account and should you die, retire or become disabled, monthly cash benefits may be paid to you or your survivors to replace part of the lost earnings. Contact the Social Security Administration for further information.
Deferred Compensation (457) Plans: ICMA/RC		100% Up to 25% of gross earnings not to exceed \$15,500. Payroll deduction	Immediate - Optional	Tax-sheltered deferred compensation account. Go to www.icmarc.org for more information.



Type of Benefit	Amount Paid by the City	Amount Paid by Employee	Eligibility - Full Time Employees	Description of Benefit
Life and AD& D Insurance ante	100% of life and AD & D insurance premium of \$3.90 per month.		First day of the month following date of employment	Group Term Life \$20,000 AD & D Insurance \$20,000
Group Health Insurance PPO	100% of health insurance an premium of \$369.21 per month.	Contribution depends on selection chosen: * spouse only 327.54 * child only 299.42 * family coverage 571.46	First day of the month following date of employment	Maximum Major Medical Benefits (Lifetime) - \$2 million; Coverage for pre-existing conditions is limited for a twelve-month period following initial effective date. Prescription Coverage Included. See Insurance Schedule of Benefits for Further Information. Go to www.bcbstx.com for provider and other information.
Flex Plan	100% participation cost	Optional	First day of the month following date of employment	Tax-shelter for health insurance premium; voluntary dental and vision premiums
Tuition Reimbursement	Tuition, registration, and lab fees with grade C or better - other rules apply	All expenses up front; Books, supplies, travel, parking, insurance	After one year of employment	Reimbursement for college - level education courses, GED certificate or bilingual studies that relate to the employee's job or is part of an approved degree plan
Longevity Pay	100%		After one (1) year on the job	\$4 per month (in addition to regular salary) for each year of service Maximum of \$100 per month
Employee Assistance Program	As provided by health insurance plan.		Within 30 days of employment	Confidential and free counseling service for employees
Recreation Facilities	100%	Optional family participation	Immediate	Includes C. L Simon Recreation Center and City Pool Facilities
Credit Union		Optional participation	Immediate	Doches District Telco is available for payroll deduction for loans, savings, and checking services.
Fitness club membership	Pending	Pending	Pending	Pending
Dental & Vision		Optional participation	First day of the month following date of employment	
Additional Life Insurance & Long Term Disability		Optional participation	First day of the month following date of employment	