

Summary of Benefits

Fiscal Year 2020—2021



TMRS Retirement

- * Employee Contributions: 7%
- * City Matches 2:1
- * Vested after 5 years of service

City Holidays

- * 11 Official City Holidays

Personal Holiday

- * During employee's first year: accrue 2 hours each month
- * After first year: accrue 24 hours each year
- * After 20th year: accrue 40 hours
- * Must use each year.

Vacation Leave

- * 0-4 Years 80 hours/year
- * 5-9 Years 120 hours/year
- * 10+ Years 160 hours/year
- * *Eligible to use after 6 months.*

Sick Leave

- * 12 days per year

Trading Hours

- * Upon meeting qualifications, an employee will be able to trade 8, 16, or 24 hours of sick leave for personal holiday hours each year.

Sick Leave Pool

- * Eligible to participate after 6 months from date of hire. Must have 48 hours of accrued time and contribute at least 8 hours to the pool annually to be eligible to receive sick leave hours in the pool.

Longevity Pay

- * \$8.50/month for full time employees completing probation by November 1st. Paid out annually in November.

Section 125 Cafeteria Plan

- * Employee elected benefit allows employees to save tax-free dollars through payroll deductions for eligible health related or dependent care expenses.

Health Insurance

- * The City pays 90% of employee's coverage in a PPO. The City and employee share the cost of dependent care coverage.

Monthly Cost

Employee Only	\$41.00
Employee + Spouse	\$143.00
Employee + Children	\$114.00
Employee + Family	\$200.00

Dental Insurance

The City offers two options for dental insurance:

- * **Option 1:** Value Plan. The City pays 100% for both employee and dependent coverage.
- * **Option 2:** Premier Plan. The employee pays a portion of the premium coverage for both employee and dependent coverage.

Vision Insurance

- * The City pays 100% for employee and dependent coverage.

Group Life and AD&D

- * The City provides \$30,000 of life insurance and accidental death and dismemberment coverage for all employees. This includes \$10,000 spousal life insurance coverage and \$2,000 for each eligible child dependent.

Voluntary Life

- * Employees can elect additional life insurance coverage at their own expense. Employees can apply for up to \$300,000 in coverage so long that it does not exceed 5x their annual salary. Employees can also elect coverage for their spouse up to 50% of the employees amount, and \$10,000 on eligible children.

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Long Term Disability

- * The City provides this disability benefit. The benefit is paid at 66.66% of salary with a maximum of \$10,000/monthly. Includes a 90-calendar day elimination period. Long Term Disability is intended to replace a reasonable portion of your income in case of serious injury or sickness.

Employee Assistance

- * The Employee Assistance Program is designed to provide full time employees and their dependents with professional, cost-effective assistance in resolving difficult, personal problems. Participating in the EAP is confidential and voluntary.

457 Deferred Compensation

- * Employees are allowed to contribute pre-tax dollars to this optional program at a minimum set by the plan administrator and a maximum set annually by the IRS. This benefit is through Mission Square Retirement.

Roth IRA

- * Employees are allowed to contribute after-tax dollars to this optional program. This benefit is through Mission Square Retirement.

Certification Pay

- * The City pays employees for certifications applicable to or required by their position. This is to encourage professional growth and allows employees to expand their knowledge in their chosen field.

Bilingual Premium Pay

- * The City will pay for bilingual premium pay for two different categories:
 - Level I— Oral Language Proficiency, \$75/month
 - Level II— Oral and Written Language Proficiency, \$100/month

Credit Union Membership

- * Employees are eligible to open accounts with Johnson Space Center Federal Credit Union and Amoco Federal Credit Union.

Tuition Reimbursement

- * The City will reimburse employees 100% of tuition for approved degree plans from an accredited college or university with a passing grade of at least a C. The City will reimburse employees 50% of the cost of books. There is a \$5,000 maximum for reimbursement for each employee per Fiscal Year.

Learning Partnership

- * The City is a Learning Partner with both Columbia Southern University and Waldorf University. Employees are eligible to receive a 10% discount on tuition with these online Universities.