

## **Benefits**

### **Health & Life Insurance**

All regular full-time employees are covered by hospital and medical insurance beginning on the first (1<sup>st</sup>) of the month following successful completion of at least 30 consecutive days of employment. The City's group health insurance generally provides for payment of hospitalization, major medical expenses and prescription drugs. Participation in this program is compulsory for all regular full-time employees, and additional insurance coverage for dependents is available for an additional cost.

The City provides group life and accidental death insurance coverage for all regular full-time employees, effective thirty (30) days following the date of employment. The cost of providing this insurance coverage to employees is paid by the City. Optional supplemental coverage (supplemental life/accidental death, dependent life and additional accidental death/dismemberment) is available and may result in out-of-pocket costs for premiums, depending upon the plan chosen by the employee. Coverage for employees and their dependents is available at reduced group rates.

### **Paid Sick Leave**

Sick leave shall be accrued at 10 hours per month (120 hours per calendar year). Any accrued but unused sick leave shall be carried to the employee's credits for the following year. Regular full-time employees accrue sick leave during their first six (6) months of employment but are not eligible to use the leave upon accrual.

### **Paid Vacation Leave**

In the year of hire, regular full-time employees shall accrue vacation leave during their first six (6) months of employment, but vacation leave may not be used until after completion of six (6) months of service. 1-19 Years of Service accrues 10 hours per month for a total of 120 hours per year. 20 Years or more of Service accrues 13.33 hours per month for a total of 160 hours per year.

### **Paid Holiday Leave (9 Holiday days per year)**

New Year's Day (January 1)  
Memorial Day (last Monday in May)  
Independence Day (July 4)  
Labor Day (first Monday in September)  
Police Officers/Firefighters (Friday nearest September 11)  
Thanksgiving Day (fourth Thursday in November)  
Day after Thanksgiving (fourth Friday in November)  
Christmas Eve Day (December 24)  
Christmas Day (December 25)

### **Retirement**

Texas Municipal Retirement System (TMRS)  
20 year Retirement; 2 to 1 match at 7%

**Longevity**

\$5.00 per month for each year of service for a maximum of \$125.00 per month at 25 years of service  
– paid each month

**Tuition Reimbursement**

Contact Human Resources for more information

**Deferred Compensation**

Contact Human Resources for more information

**Uniforms, Firearms, and Equipment provided****Take Home Vehicles for Detectives and K-9 Officers**