



Summary of Benefits

2025-2026

Insurance

- Health Insurance (Blue Cross Blue Shield)
 - Employee Only - 100% paid by City
 - Dependents - Portion of premiums paid by City
- Dental Insurance (MetLife)
 - Employee Only - 100% paid by City
 - Dependents - Portion of premiums paid by City
- Vision Insurance (MetLife)
 - Voluntary and paid by Employee
- Life & AD&D Insurance (MetLife)
 - \$50,000 policy provided by the City
 - Supplemental coverage available for Employee and Dependents
- Long-Term Disability (MetLife)
 - Employee Only - 100% paid by City
 - 60% of before-tax monthly earnings (up to \$5,000/month)

Paid Time Off

- Vacation
 - 0-5 years: 120 hours per year (cap at 160 hours)
 - 5-10 years: 160 hours per year (cap at 200 hours)
 - 10+ years: 200 hours per year (cap at 240 hours)
- Vacation (Fire Shift Personnel)
 - 0-5 years: 168 hours per year (cap at 208 hours)
 - 5-10 years: 224 hours per year (cap at 264 hours)
 - 10+ years: 280 hours per year (cap at 320 hours)
- Holidays
 - 10 days per year

Retirement

- Texas Municipal Retirement System (TMRS)
 - Employee Rate 7%
 - City Match 2:1
 - 5-year Vesting
 - 20-year Retirement Eligibility
 - Updated Service Credits
 - Prior Service Credits
 - 50% COLA
 - Supplemental Death Benefit
- Nationwide Deferred Compensation (457b)
 - Additional retirement option that allows pre-tax contributions

Additional Benefits

- AFLAC
 - Supplemental insurance policies offered
 - Voluntary and paid by Employee
- Tuition Reimbursement
 - Up to \$3,000 per year
- Longevity Pay
 - \$4/month per year of service
- Certification Pay
 - Available to Fire & Police personnel
- Health Savings Account (HSA)
 - Available on High-Deductible Health Plans
 - City makes annual contribution
- Flexible Spending Account (FSA)
 - Healthcare and Dependent Care available
 - Voluntary and paid by Employee
- New Benefit Program
 - 100% paid by City
 - Can be used by anyone in your immediate family
 - Includes Teladoc with \$0 copay
 - Health Advocate Solutions
- Employee Assistance Program (Life Works)
 - Up to 5 free counseling sessions per year/per issue