



**Employment Benefits**

# Employment Benefits

As of October 29, 2010

## Insurance

### **Scott & White Health Plan**

- o Health and Vision
- ✦ Employee is 100% covered by the City for Health and Vision
- ✦ Optional dependant coverage is available
- ✦ Annual Open Enrollment October 1<sup>st</sup>
- ✦ Dental
- ✦ Optional Dental coverage is available
- ✦ Annual Open Enrollment November 1<sup>st</sup>

Website: [www.swhp.org](http://www.swhp.org)

## Retirement

### **TMRS (Texas Municipal Retirement System)**

- o 5% mandatory employee contribution
- o City matches 2 to 1
- o Social Security
- o City participates and matches

Website: [www.tmr.com](http://www.tmr.com)

## Supplemental Insurance

### **AFLAC**

Plan year begins June 1<sup>st</sup>

Website: [www.aflac.com](http://www.aflac.com)

## Flexible Spending – Cafeteria Plan

### **Administered by AFLAC**

- o Pre-Tax
  - o Health Insurance Premiums, Medical & Dependent Care
- Plan year begins June 1<sup>st</sup>

## Workers Compensation

### **TML (Texas Municipal League)**

Website: [www.tml.org](http://www.tml.org)

## • Time Off

### o **Holidays**

- ✦ 10 holidays per year (eligible after 90 days)

### ✦ **Vacation**

- ✦ 80 hours per year with 1 – 7 years of service (eligible after 1 year)
- ✦ 120 hours per year with 8 – 15 years of service
- ✦ 160 hours per year with 16+ years of service

### ✦ **Sick Time**

- ✦ 96 hours per year (eligible after 6 months)

Sick Leave Reimbursement after 5 years of service (if eligibility conditions are met)

- **Longevity Pay**

\$3.00 per month for each full year of continuous service (after 1 year)

- **Overtime Hours**

Non-exempt employees are compensated at 1 ½ times their regular rate of pay

#### Contact Information

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