Employment Benefits
As of October 1, 2020

INSURANCE

Health – *Scott & White Health Plan with Morgan White Administrators “Gap Plan”*
- Employee is 100% covered by the City for Health
- Optional dependant coverage is available
- Annual Open Enrollment September 1st
- Website: [www.swhp.org](http://www.swhp.org)

Dental – *Sun Life*
- Employee is 100% covered by the City for Dental
- Optional dependant coverage is available
- Annual Open Enrollment September 1st
- Website: [www.ucci.com](http://www.ucci.com)

Life Insurance Policy – *UNUM*
- City is purchasing a $20,000 life insurance policy for each employee
- Optional life insurance is available for employee, spouse and/or dependent children
- Annual Open Enrollment September 1st
- Website: [www.sunlife.com/us](http://www.sunlife.com/us)

Vision (optional) – *Sun Life*
- Optional employee coverage is available
- Optional dependant coverage is available
- Annual Open Enrollment September 1st
- Website: [www.SuperiorVision.com](http://www.SuperiorVision.com)

RETIREMENT

*TMRS (Texas Municipal Retirement System)*
- 5% Mandatory employee contribution
- City matches 2 to 1
- *Social Security*
- City participates and matches
- Website: [www.tmrs.com](http://www.tmrs.com)

SUPPLEMENTAL INSURANCE

*AFLAC*
- Plan year begins September 1st
- Website: [www.aflac.com](http://www.aflac.com)

FLEXIBLE SPENDING – CAFETERIA PLAN

*Administered by AFLAC*
- Pre-Tax
- Health Insurance Premiums, Medical & Dependent Care
- Plan year begins September 1st

WORKERS COMPENSATION

*TML (Texas Municipal League)*
- Website: [www.tml.org](http://www.tml.org)
TIME OFF

Holidays
13 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 (for Full-time employees)
$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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