

Employment Benefits

As of September 1, 2021

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 August 1st

Website: www.swhp.org

Dental – MetLife

Employee is 100% covered by the City for Dental – Low Plan

Optional participation in the Dental – High Plan (employee pays difference between plans)

Optional dependant coverage is available

Annual Open Enrollment August 1st

Website: www.metlife.com

Life Insurance Policy – MetLife

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 August 1st

Website: www.metlife.com

Vision (optional) – MetLife

Optional employee coverage is available

Optional dependant coverage is available

Annual Open Enrollment August 1st

Website: www.metlife.com

RETIREMENT

TMRS (Texas Municipal Retirement System)

5% Mandatory employee contribution

City matches 2 to 1

Social Security

City participates and matches

Website: www.tmr.com

SUPPLEMENTAL INSURANCE

AFLAC

Plan year begins September 1st

Website: 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

TIME OFF

Holidays

13 paid holidays per year (eligible after 90 days)

Vacation

80 hours per year with 1 – 7 years of service (eligible after 90 days)

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 90 days)

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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