



## LIST OF EMPLOYEE BENEFITS

### VACATION PAY

All full-time regular status personnel shall acquire vacation credits according to the following schedule and are entitled to take vacation with pay after reaching regular status and a minimum of six (6) months of employment with the City of Freeport.

Years of Employment:	Hours per Year
6 mo	40 hrs
1 yr	40 hrs
2/4 yrs	80 hrs
5/14 yrs	120 hrs
15/Over	160 hrs

Employees may elect to carry over a maximum of forty (40) vacation hours past his/her yearly anniversary date. More than the allowable maximum will be lost.

### SICK PAY

All full-time regular status personnel shall be eligible to earn up to fifteen days (120 hrs) of sick leave per year. Unused sick leave shall accumulate to a maximum of 90 days (720 hrs). Sick leave may be utilized for both the employee and their immediate family members.

### HOLIDAYS

All personnel with full-time regular status are entitled to holidays designated by the City Council each year.

The Holidays for Budget Year 2018-2019 are:

Veteran's Day	8 hours
Thanksgiving	8 hours
Thanksgiving	8 hours
Christmas	8 hours
Christmas	8 hours
New Year's Eve	4 hours
New Year's	8 hours
Martin L King Day	8 hours
President's Day	8 hours
Good Friday	8 hours
Memorial Day	8 hours
Independence Day	8 hours
Labor Day	8 hours
Birthday Observation	8 hours

### BEREAVEMENT LEAVE

Full-time regular status personnel may be granted up to five (5) days leave per year with pay in cases of death of a member of an employee's immediate family. Immediate family is defined as the employee's spouse, children, parents, spouse's parents, brother, sister, grandparents, or grandchildren.

### TEXAS MUNICIPAL RETIREMENT SYSTEM

All full-time employees with probationary or regular status will be enrolled as a member of the Texas Municipal Retirement System. Members will deposit by payroll deduction, seven percent (7%) of their gross salary. The City will match such deposit in an amount to be determined by state law and City Council Ordinance. (Currently the City matches 2 for 1 ... for every \$1 the employee puts in, \$2 is matched). This is a twenty (20) year retirement plan with five (5) years for vestment.

## SOCIAL SECURITY SYSTEM

All employees will make deductions, by payroll, to the Social Security system. The City will match the employee's contribution as required by Federal law.

## GROUP HEALTH & LIFE INSURANCE

All full-time regular status employee's are covered by a group health and life insurance program. The premiums for the employee are paid by the City. Employees may cover their dependents under the health insurance program by paying premiums for their dependents. Currently the policy is a 70/30 policy with a \$250 in-network deductible with a \$3,000 maximum in network. Qualifying lab services are covered at 100%. The city also currently provides an HRA account with the medical policy. HRA funds are intended for out-of-pocket medical expenses; and, they may be rolled over at retirement. City offers retirement insurance for those who qualify.

Current Life Insurance Coverage is 2 x Base Salary (Max \$200,000)

## LONG-TERM DISABILITY INSURANCE

All full-time employee's with probationary or regular status are covered by a long-term disability insurance policy. This insurance policy provides for 60% of your monthly salary after 90 days of illness or injury, up to the age of 65. The premiums for this policy are paid by the City.

## UNIFORMS

At the will of the City, and if financially feasible, the City will furnish uniforms or provide allowances for employees who must wear uniforms in the performance of their duties.

Currently:

Police Uniforms paid thru their budget (some exceptions apply)  
 Fire Uniforms paid thru their budget  
 Street Uniforms paid thru their budget  
 Parks/Rec Uniforms paid thru their budget

## LONGEVITY PAY

The City of Freeport provides longevity pay for all full-time regular status employees in recognition of the value of long term service with the City. Eligibility for longevity pay commences after one year of service.

## EDUCATION PAY

Police Officers and Firemen receive education pay as follows:

<b>POLICE</b>		<b>YEARLY</b>	<b>MONTHLY</b>	<b>PPD</b>
Intermediate		500.24	41.69	19.24
Advanced		1,000.23	83.35	38.47
Master		1,500.20	125.02	57.70
<b>FIRE/EMT:</b>		<b>YEARLY</b>	<b>MONTHLY</b>	<b>PPD</b>
Intermediate		600.00	50.00	23.08
Advanced		900.00	75.00	34.62
Master		1,500.20	125.02	57.70
<b>EMS (TDSHS):</b>		<b>YEARLY</b>	<b>MONTHLY</b>	<b>PPD</b>
EMT-Intermediate		2,400.00	200.00	92.31
EMT-Paramedic		4,800.00	400.00	184.62
<b>COLLEGE:</b>		<b>YEARLY</b>	<b>MONTHLY</b>	<b>PPD</b>
Associate Degree		600.00	50.00	23.08
Bachelor Degree		1,500.20	125.02	57.70
Master Degree		2,500.20	208.35	96.16

All employees are eligible for 100% college tuition reimbursement for work related courses with the approval of their Department Directors and the City Manager.

## **SECTION 125 FLEXIBLE SPENDING ACCOUNTS**

The City of Freeport is currently offering pre-tax dependant care expense accounts and pre-tax unreimbursed health care expense accounts. These accounts assist employees by providing pre-tax options for their dependant care and health care needs.

Pre-tax voluntary dental and vision policies are also available through TML

## **457 DEFERRED COMPENSATION PLAN**

The City of Freeport is currently offering the pre-tax 457 retirement plan. This plan is offered by ICMA Retirement Corporation and is regulated by the Internal Revenue Service. The City of Freeport does not contribute to this plan; however, it is designed to be another retirement savings option for the employees of Freeport.

## **CREDIT UNION**

All City of Freeport employees are qualified to open an account with the Texas Dow Employees Credit Union. TDECU offers various services in the banking field; along with, competitive rates.

## **GOLF COURSE & RECREATION CENTER BENEFITS**

All City of Freeport employees and their immediate family members may utilize the Recreation Center facilities with no charge. The Municipal Golf Course also provides free green play to all City employees and their immediate family members.

## **PRE-PAID LEGAL SERVICES/LEGAL SHIELD**

All City of Freeport full-time regular status employees may enroll in Pre-paid Legal Services. Premiums may be payroll deducted. Pre-paid Legal Services also offers Identity theft coverage; along with, special policies for Police Officers.