

**City of Webster
Overview of Employee Benefits
Effective 10/1/2019**

- **Texas Municipal Retirement SYSTEM (TMRS)**

Employee Contribution: 7%
City Matches 2:1 with 5 year vesting
Retirement Eligibility:
1) Age 60+vested or
2) 20 years of service, any age

- **HOLIDAYS**

11 Official City Holidays

- **PERSONAL DAYS**

Accrue 2 hours per month, eligible to use immediately. Must be used in year earned. Equals 24 hours/year. Starting the 20th year, receive an additional 16 hours/year.

- **TRADING DAYS**

Upon meeting qualifications, an employee will be able to trade 8, 16 or 24 hours of sick leave per year for personal time off

- **VACATION**

Eligible to use after 6 months

0 – 4 years	80 hrs/year
5 – 9 years	120 hrs/year
10+ years	160 hrs/year

- **SICK LEAVE**

12 days per year

- **SICK LEAVE POOL**

Eligible to participate after 6 months from date of hire. Must have 48 hours of accrued sick/vacation leave on the books and contribute at least 8 hours to pool annually to be eligible to receive sick leave hours in the pool. Open eligibility to contribute held January of each year, if meet minimum requirements stated above.

- **LONGEVITY PAY**

\$8.50/month for full-time employees completing probation by November 1st

- **SECTION 125 CAFETERIA PLAN**

Employee elected benefit allows employees to save tax-free dollars through payroll deductions for health related or dependent care expenses.

- **CREDIT UNIONS**

Johnson Space Center Federal Credit Union
Amoco Federal Credit Union

- **HEALTH INSURANCE**

The City pays 90% of employee's coverage in a PPO. The City and employee share the cost of dependent care coverage.

Monthly Cost

Employee Only	\$41.00
Employee with Spouse	\$143.00
Employee with Children	\$114.00
Employee with Family	\$200.00

- **DENTAL INSURANCE**

The City offers two options for dental insurance:

Option 1: Value Plan: The City pays 100% for both employee and dependent coverage.

Option 1: PPO Plan: The employee pays a portion of the premium coverage for both employee and dependent coverage.

- **VISION INSURANCE**

The City pays 100% for both employee and dependent coverage.

- **GROUP LIFE and AD&D**

The City provides \$30,000 of life insurance and accidental death and dismemberment coverage for all employees. This includes \$10,000 spousal coverage and \$2,000 of coverage for children.

- **VOLUNTARY LIFE and AD&D**

The employee can elect life insurance coverage at own expense up to \$300,000. Employees can elect additional life insurance for their spouse up to 50% of the employee's elected voluntary benefit.

- **LONG TERM DISABILITY**

The City provides this disability benefit. Effective at 6 full months of employment. Benefit paid at 66.66% of salary with a maximum of \$10,000/monthly. Includes a 90-calendar day elimination period. LTD is intended to replace a reasonable portion of your income in case of serious injury or sickness.
- **EMPLOYEE ASSISTANCE**

The EAP is designed to provide full-time employees and their dependents with professional, cost-effective assistance in resolving difficult personal problems. Individual, voluntary involvement in the EAP is confidential. 24-hour help line 1 (866)252-4468 (www.mylifevalues.com)
- **457 DEFERRED COMPENSATION**

Employees are allowed to contribute to this optional program at a minimum set by the plan administrator and a maximum set annually by IRS. The minimum amount is \$20/month. The City's provider for this benefit is currently ICMA.
- **ROTH IRA**

Employees are allowed to contribute to this optional program. The City's provider for this benefit is currently ICMA.
- **CERTIFICATION PAY**

The purpose of certification pay is to encourage full time employee's professional growth and expand their knowledge in their chosen field. The City pays employees for certifications applicable to or required by their job.
- **BILINGUAL CERTIFICATION PAY**

The City will pay for bilingual certification as follows: Certification Level I - \$75.00/month and Certification Level II - \$100.00/month.
- **TUITION ASSISTANCE**

The City will reimburse employees 100% of tuition for approved degree plans from an accredited college/university and 50% of books. The City will reimburse an employee up to \$1,000 for each successfully completed class with a cap of \$5,000 annual (fiscal year) assistance.