

**CITY OF ROSENBERG**  
**Summary of Employee Benefits**

**PART I: INSURANCE**

Health and Life Insurance to all full-time employees with eligibility beginning on the first (1st) day of the month following date of employment.

**(1) HEALTH PLAN(S):**

**AETNA**

	<b><u>Core Plan (HMO Open Access)</u></b> Bi-Weekly Deduction	<b><u>Buy-Up Plan (POS)</u></b> Bi-Weekly Deduction
Employee Only	\$ 21.22	\$ 55.11
Employee & Spouse	\$126.24	\$197.42
Employee & Children	\$107.15	\$171.54
Family	\$221.73	\$326.79

**(2) DENTAL PLAN(S):**

**AETNA**

	<b><u>DMO Plan</u></b> Bi-Weekly Deduction	<b><u>PDN Plan</u></b> Bi-Weekly Deduction
Employee Only	\$ 4.64	\$14.63
Employee & Spouse	\$ 9.96	\$31.43
Employee & Children	\$11.63	\$36.69
Family	\$16.95	\$55.39

**(3) LIFE AND AD&D INSURANCE:**

\$10,000 policy provided with Health Plan with no option to add additional coverage

**(4) SUPPLEMENTAL TERM & WHOLE LIFE, CANCER & AD&D INSURANCE:**

Policies available through Colonial

**(5) WORKERS' COMPENSATION:**

All employees are covered under the Texas Workers' Compensation Insurance program through the Texas Municipal League. Eligibility for benefits is automatic and effective on the date of hire.

**PART II: SAVINGS PLANS**

**(6) TEXAS MUNICIPAL RETIREMENT SYSTEM (TMRS):**

Participation in the system is mandatory for all regular full-time employees. Each employee contributes at a rate of 6% of his/her gross wages. The City contributes to each employee's account at a 2:1 ratio.

**(7) 457(K) PLAN:**

Plans available through ICMA Retirement Corporation. Employees may enroll at the time of hire.

**(8) SECTION 125/FLEXIBLE BENEFITS PLAN:**

(Employee must enroll within 30 days of date of hire; thereafter, next enrollment is in December.)

Allows pre-tax payment of health and dental premiums; a medical reimbursement plan and a dependent care reimbursement plan.

**PART III: HOLIDAYS/LEAVE**

**(9) HOLIDAYS:**

New Year's Day, Memorial Day, Good Friday, Independence Day, Labor Day, Fort Bend County Day, Thanksgiving Day, Friday following Thanksgiving Day, Christmas Day, and two Personal Holidays

**(10) VACATION:**

Accrued vacation may be taken following the six-month probation period.

<u>Years of Completed Service</u>	<u>Days Per Year</u>	<u>Shifts Per Year</u>
0 to 5	10	5
6 to 10	12	6
11 to 15	15	7
16 to 20	18	8
21 & over	20	9

**(11) SICK LEAVE:**

Sick leave is earned at the rate of one day per month. Firefighters will accrue ½ shift per month. For the purpose of computing sick time credit during the first year of employment, credit is given for the first month provided the employment date is the 15th of the month or earlier.

**PART IV: MISCELLANEOUS PROGRAMS**

**(12) CREDIT UNION:**

Effective immediately and available through the Brazos Valley Credit Union.

**(13) EMPLOYEE ASSISTANCE PROGRAM (EAP):**

Available through United Behavioral Health, this program provides assistance for employees and their immediate family members in the event of an emotional, family, legal, medical, substance abuse and/or financial problem. The EAP is available at no cost to the employee.

**(14) HEALTH FAIR**

Each February the City holds a Health Fair for all employees, council members and retirees. Vendors are invited to attend and discuss various health issues with everyone. Participants include area hospitals, physical therapists, health food stores, physicians, dentists, eye doctors, etc., plus the City's insurance providers.

**(15) EMPLOYEE AWARDS LUNCHEON**

Each December the City holds its annual employee Awards Luncheon. Lunch is provided and various awards are given out. These include safety awards, attendance awards, service awards, etc. Employees receive their longevity checks and a City gift.