



## EMPLOYEE BENEFITS SUMMARY 2017

Benefit eligibility complies with all State and Federal rules. All full time employees are eligible for benefits on the first day of the month following their first day of work. The summary below outlines benefits offered by the City of Royse City.

*Note: Plan documents or City directives govern in the event of omission or discrepancy*

- Health & Vision Insurance premium paid 100% for employees. Partial payment of dependent premiums
- Optional Dental insurance
- \$ 30,000.00 term life and AD&D insurance policy provided for employees at no cost
- 10 Paid Holidays: New Year's Day, Martin Luther King Day, Good Friday, Memorial Day, 4<sup>th</sup> of July, Labor Day, Thanksgiving Day and the Day After, Christmas Eve and Christmas Day.
- 2 Floating Holidays (personal days) each year beginning on the first day of employment
- Sick pay accumulation from the first day of employment – 80 hours per year
- Vacation pay after 6 months – 80 hours per year for years 1-4, 120 hours 5-9, and 160 hours 10+
- Free Membership to the Royse City Fitness Center
- TMRS retirement plan at the 7% rate with City matching of 14%. Vesting after 5 years, 20 year retirement with supplemental death benefit
- Optional 457 retirement plan also offered
- Annual Longevity Pay after the 1<sup>st</sup> year of service
- Quarterly Employee Appreciation events
- Bilingual pay for positions where the skill would be beneficial
- Tuition reimbursement available upon approval
- Incentive pay for certain authorized certifications
- Performance Pay Plan

Contact the Human Resources Department for questions or more information about employee benefits

972-524-4826