



EMPLOYEE BENEFITS SUMMARY

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

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. Benefits start the first day of the month after hire date.
 - Co-Pay Plan, Consumer HSA, and FSA options
- Optional Dental insurance – MetLife Dental
- \$ 30,000.00 Term Life and AD&D insurance policy provided for employees at no cost. Additional life insurance options available at employee discretion.
- 11 Paid Holidays
- 2 Floating Holidays (personal days) each year beginning on the first day of employment
- Paid sick leave accumulation from the first day of employment.
 - 80 hours per year, accumulated per pay period.
- Paid vacation leave after 6 months of employment.
 - 40 hours banked at completion of 6 months; remainder accumulated per pay period.
 - 80 hours per year for years 1-4, 120 hours 5-9-, and 160-hours 10+
- 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 1st year of service - \$60/Year
- Employee Appreciation events
- Performance Pay Plan with annual merit increases

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

972-524-4826