

Unbeatable Benefits

HEALTH: Two medical plan options offer the opportunity that fits you best. Both plans (PPO & HDHP) utilize the BCBS network of providers.

EMPLOYEE HEALTH CLINIC: Our clinic, dedicated to city employees and their dependents, provides access to primary care services such as wellness exams, screenings, sports injuries, ear, throat, and respiratory infections, and more at a \$0.00 copay.

HEALTH SAVINGS ACCOUNT: Provides the opportunity to contribute pre-tax money into your account for healthcare related expenses. The city provides an employer contribution annually.

DENTAL: Bundled as part of medical premiums, dental is administered through Cigna and provides access to preventive, restorative and orthodontia services.

VISION: Offered through Superior Vision, this plan comes with a robust network of doctors and provides a comprehensive benefit that covers exams, lenses, frames, and contact lenses.

FLEX SPENDING ACCOUNTS: The city offers a Health Care and Limited Purpose Flex Spending Account in addition to a Dependent Care Reimbursement Account. These options allow you to take full advantage of your pre-tax dollars.

LIFE: The city provides all benefits-eligible employees Life and AD&D coverage at a rate of 2x your annual salary. Additional voluntary life can be purchased for yourself and your dependents.

DISABILITY: Short-Term and Long-Term Disability coverage provides a weekly income if you are unable to work due to a covered injury or illness. This coverage can be elected together or separately.

ACCIDENT, CRITICAL ILLNESS, HOSPITAL INDEMNITY: Provides a lump-sum cash benefit for hospital confinements and helps eliminate financial concerns associated with injury or illness.

RETIREMENT: 2:1 matching with the city's retirement plan through Texas Municipal Retirement System (TMRS).

FINANCIAL PLANNING: Two 457 deferred compensation and Roth/IRA options offer the opportunity to diversify funds and plan for the future. All employees are eligible to participate in these supplemental voluntary payroll deduction savings plans. Financial education, preferred interest rates, and other products are available through additional city partnerships.

EMPLOYEE ASSISTANCE PROGRAM: This free confidential service offers a wide range of services including counseling provided by licensed counselors, financial consultation, eldercare management, childcare assistance, behavioral health support, and much more.

WELLNESS PROGRAM: The city provides access to a wellness portal filled with a variety of physical and mental health resources including information, coaching, challenges, and more. A \$50 monthly discount on health insurance premiums is available with participation in certain incentive criteria.

PAID LEAVE: The city offers paid holidays, paid vacation, and paid sick leave for all benefits eligible employees. We now offer paid parental/maternity leave.

EDUCATIONAL REIMBURSEMENT: Provides reimbursement for tuition, laboratory fees, or other school services fees for job-related courses taken at an accredited college, university, or technical school.

FINANCIAL LITERACY PROGRAM: Our values-based program provides the information and tools needed to prioritize, plan and progress through a journey to financial confidence.

LIFESTYLE SPENDING ACCOUNT: The City provides \$150 annually to support employee health & well-being. These funds can be used for reimbursement of wellness eligible expenses.

LEARN MORE:

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