



# 2025 FULL-TIME EMPLOYEE BENEFITS

## RETIREMENT/457 BENEFITS

Plan	Key Features
TMRS- Mandatory	Employees contribute 7% of their paycheck, with the city matching 2:1 upon retirement. Eligibility requires 10 years of service and age 60, or 20 years of service at any age. Vesting period: 5 years.
Optional 457 Plan	Pre-tax retirement savings to supplement pension and Social Security income.

## LEAVE PLANS

Holidays	10 Paid Holidays.
Vacation	Vacation accrual is based on years of service as follows: 6 months–5 years: 13 days per year      11-15 years: 17 days per year      21+ years: 22 days per year 6-10 years: 15 days per year      20 years: 20 days per year
Sick Leave	Sick leave accrues at a rate of 3.7 hours per pay period (12 days per year). Firefighters accrue 5.18 hours per pay period. There is no limit to sick leave accumulation.
Personal Leave	2 Personal Holidays (Fire Department: 1 Personal Holiday + 9/11 Remembrance Day).

## HEALTH BENEFITS

Medical EPO	Bi-weekly premiums: \$27.19 (EE only), \$204.44 (EE & spouse), \$165.58 (EE & child(ren)), \$281.78 (EE & family). -Virtual doctor visits available. -In-network services only, no out-of-network coverage except for true emergencies. -In-network preventive care covered at 100%. -Employees pay coinsurance and copays for healthcare services and prescription medications.
Medical High Deductible Health Plan with HSA	Bi-weekly premiums: \$5.46 (EE only), \$150.60 (EE & spouse), \$118.40 (EE & child(ren)), \$217.20 (EE & family). -In-network and out-of-network benefits. -In-network preventive care covered at 100%. -The employer contributes up to \$500 for employee-only coverage and \$1,000 for family coverage to the Health Savings Account (HSA). Employees may also make contributions.
Flexible Spending Account	Health care and dependent care FSA's available to employees who participate in the EPO Health Plan.
Wellness Incentive	All employees with city coverage are eligible for a \$50 monthly incentive, contingent upon completing an annual physical or Catapult health screening.
Dental PPO Plan	Bi-weekly premiums: \$16.43 (EE only), \$46.36 (EE & spouse), \$29.99 (EE & child(ren)), \$46.36 (EE & family) -In-network and out-of-network benefits      -\$50 deductible (\$150 for family) -Does not require selection of a general dentist      -Annual maximum of \$2,500 per individual
Dental HMO Plan	Bi-weekly premiums: \$0.00 (EE only), \$0.00 (EE & spouse), \$0.00 (EE & child(ren)), \$0.00 (EE & family). -Requires selection of a general dentist.      -No deductibles. -In-network services only, no out-of-network coverage.      -No annual or lifetime maximums. -Employer-paid
Vision Plan	Bi-weekly premiums: \$2.82 (EE only), \$4.80 (EE & spouse), \$5.09 (EE & child(ren)), \$7.63 (EE & family). -In-network and out-of-network benefits. -Exam, lenses, contacts and discounted frames offered once per plan year.
Life Insurance	Employer-paid life insurance covers at not cost up to two times of the employee's annual salary, up to \$400,000. Employees can also purchase optional life insurance and voluntary accident insurance for their spouse and dependents
Short Term Disability	The city-paid short-term disability program covers 60% of the employee's paycheck, with the option to supplement the remaining 40% using personal sick or vacation time.
Long Term Disability	The city-paid long-term disability program covers 60% of the employee's paycheck if they are out for more than 180 consecutive days. Employees can supplement the remaining 40% with their personal sick or vacation time.

## ADDITIONAL BENEFITS

Employee Assistance Program (EAP)	Offers employees and their families free access to licensed counselors, with six sessions covered annually. This program provides immediate support, guidance, assessments, and referrals for additional services.
Tuition Reimbursement Program	Tuition reimbursement is available to full-time employees in good standing after six months of continuous employment. It covers tuition and mandatory fees at state-supported universities, with no limit on eligible hours. Private university reimbursement matches the state-supported rate. Additional restrictions may apply.
CDL Certification Pay	\$160 per pay period, available for select positions.
Jury Duty	Employees are entitled to leave with pay when called for jury duty. Documentation may be required.
Uplift Volunteer Program	Provides opportunities for employees to volunteer as a group during the normal workday.