



---

## *Employee Benefits*

---

### **RETIREMENT**

Texas Municipal Retirement System (TMRS) provides retirement services to City of Big Spring employees. The plan provisions are as follows:

- Employees contribute seven percent of their gross salary in the form of a pre-tax payroll deduction.
- The City of Big Spring matches employee contributions at a two-to-one ratio.
- Employees can retire at age sixty, with five years of service credit, or after twenty years of service, regardless of age.
- TMRS has a supplemental death benefit that is equal to the employee's annual salary.

### **DEFERRED COMPENSATION RETIREMENT PLAN** (in lieu of Social Security)

Employee contribution	6.70% of salary
City of Big Spring Contribution:	
Retirement Plan	5.51% of salary
Life/Disability Insurance	<u>2.19% of salary</u>
Total Matched Funds	7.70% of salary

### **LIFE INSURANCE AND DISABILITY PACKAGE**

The City of Big Spring provides its employees with a life insurance package with benefits equal to four times the employee's annual salary, up to a maximum payout of \$200,000.00, with additional life insurance options available. The disability package ensures that, in the event of an employee's permanent disability, up to 60% of the employee's monthly salary is paid, up to \$3,000.00 per month.

### **WORKERS' COMPENSATION**

The City of Big Spring meets the standard State requirements for Workers' Compensation.

### **HEALTH INSURANCE**

Employee's health insurance coverage is administered by the Texas Municipal League Health Benefits Pool (TMLHBP). The City of Big Spring pays 100% the cost of the employee's health insurance and supplements the cost of dependent insurance as follows:

	<u>City Pays:</u>	<u>Employee Pays:</u>
Employee	\$952.88/month	-----
Employee/Family	\$1,202.36/month	\$437.04/biweekly
Employee/Spouse	\$1,104.64/month	\$322.82/biweekly
Employee/Child	\$1,000.84/month	\$160.36/biweekly

Pharmacy cards are included in the health package. The cost of name-brand prescriptions ranges from \$30 to \$45; generic prescriptions range from \$0 to \$15. The co-pay for an office visit is \$30.00. The emergency room co-pay is \$250.00.

## **DENTAL INSURANCE**

Optional Dental Insurance coverage is available to City of Big Spring employees as follows:

Employee	\$22.08/month
Employee & Spouse	\$44.78/month
Employee & Children	\$49.64/month
Employee & Family	\$72.40/month

## **VISION INSURANCE**

Optional Vision Insurance coverage is available to City of Big Spring employees as follows:

Employee	\$8.02/month
Employee & Spouse	\$15.20/month
Employee & Children	\$16.02/month
Employee & Family	\$20.42/month

## **LONGEVITY PAY**

Longevity accrues annually, beginning January 1<sup>st</sup> of each year. Longevity payments begin after one (1) year of service and are paid biweekly. In January of the following year, employees may choose to continue receiving bi-weekly payments. Banked longevity payments are made each year before the Thanksgiving holiday.

Employee's Longevity Pay is paid according to the following schedule:

<b><u>Years</u></b>	<b><u>Annual</u></b>	<b><u>Biweekly</u></b>
1 to 9	\$72.00	\$2.77
10 to 14	\$ 96.00	\$3.70
15 to 19	\$120.00	\$4.62
20 + yrs	\$144.00	\$5.54

## **STANDBY PAY**

Standby pay is paid to employees who are required to maintain contact with the City of Big Spring to provide essential emergency services after regular business hours. Employees are paid \$75.00 per full week of standby duty. (Division Directors and Department Managers are not authorized to receive Standby Pay.)

## **CAFETERIA PLAN**

The Cafeteria Plan allows employees to shelter certain medical expenses from taxes. This program provides tax savings, thereby increasing the employee's take-home pay.

## **HOLIDAY PAY**

City employees receive the following 12 paid holidays per year: New Year's Day, Martin Luther King, Jr. Day, Presidents' Day, Good Friday, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, the day following, and two days at Christmas.

## **UNIFORMS**

For qualified employees, the city furnishes three to five uniforms, along with other suitable foul-weather and safety gear. Police and Fire Department personnel may have different benefits.

## **RECREATION PRIVILEGES**

City employees and their dependents can enter Moss Lake free of charge by presenting their City

ID. City of Big Spring employees and retirees also receive a discount on annual green fees at the Comanche Trail Golf Course.

### **VACATION LEAVE**

Full-time, permanent employees earn vacation time based on the following schedule:

1 - 2 years	5 days/year
3 - 4 years	10 days/year
5 - 9 years	15 days/year
10 - 14 years	17 days/year
15 - 19 years	18 days/year
20 - 24 years	19 days/year
25 plus years	20 days/year

Firefighters and Police Officers earn vacation time based on the following schedule:

Probationary Employees	5 days/year
0 - 9 years	15 days/year
10 - 14 years	17 days/year
15 - 19 years	18 days/year
20 - 24 years	19 days/year
25 plus years	20 days/year

### **FUNERAL LEAVE**

City of Big Spring employees are permitted to use up to three sick days per calendar year for funeral leave if the death is outside the employee's household. Up to five sick days leave can be used if the deceased lived in the employee's household or qualifies as "immediate family" as defined in the Administrative Directives.

### **SICK LEAVE**

A full-time, permanent employee earns sick leave based on the following schedule:

1 - 2 years	5 days/year
3 - 4 years	10 days/year
5 - 9 years	12 days/year
10 plus years	15 days/year

Firefighters and Police Officers earn sick leave based on the following schedule:

Probationary Employees	5 days/year
Non-Probationary	15 days/year

### **TUITION REIMBURSEMENT**

To support employees' pursuit of higher education, the City of Big Spring provides financial assistance to eligible employees who enroll in undergraduate or postgraduate courses.

### **EMPLOYEE WELLNESS PROGRAM**

The City of Big Spring Employee Wellness Program includes the following:

- Tobacco Cessation Program to provide resources to help employees quit smoking and chewing tobacco.
- Employee Assistance Program to provide counseling for a wide range of issues, both personal and work-related.
- Co-pay reimbursement for annual wellness physicals.
- Gym memberships at the Big Spring YMCA.