

2023 Benefits for City of Dallas DPEA Members

Medical Insurance-	<p>95% of premium covered for full-time employees (at any level of coverage, including family)</p> <p>Co-Pay G plus monthly VEBA contribution (\$1,000/\$3000 deductible)</p> <p>Opt-out reimbursement of \$100 per month (pro-rated for employees working less than 40 hours per week)</p>
Dental Insurance-	<p>100% of premium covered for full-time employees (up to family coverage)</p> <p>Options: <u>ODS with Ortho-</u> Max benefit \$1,500, Ortho covered 50% up to \$1,000</p> <p> <u>Willamette-</u> No annual max, no deductible. Copays vary.</p>
VEBA-	<p>Employer contribution of \$125/month</p>
Vision-	<p>VSP A - \$10 copay for exams, \$25 copay for frames and lenses, \$166 allowance for contact lenses w/ no copay</p>
Flexible Spending Acct-	<p>Medical and/or child care costs - 100% employee paid</p>
Basic Life Insurance-	<p>1.5 x salary. 100% of premium covered for benefited employees</p>
Statutory Life Insurance-	<p>\$10,000; 100% employer paid</p>
Supplemental Life Insurance-	<p>Available supplemental life benefit available for employee, spouse, and/or dependents. 100% employee paid.</p>
AD&D-	<p>1.5 x salary. 100% of premium covered for benefited employees</p>
Long Term Disability-	<p>66 2/3% of salary, 90 day wait, \$5,000 max benefit. 100% of premium covered for benefited employees</p>
Short Term Disability-	<p>Available – 100% employee paid</p>

ICMA 457- Employee paid, pre-tax deduction to deferred compensation plan

AFLAC- Employee paid, some pre-tax deduction

OTHER BENEFITS

Sick Leave- Sick leave accrues at a rate of 8 hours per calendar month of an employee's service and accrues up to a maximum of 1,500 hours.

Vacation Leave - Full-time, regular employees receive 40 hours of vacation leave at the completion of their first full 6 months of service. Thereafter, they accrue vacation leave on a pro-rata basis each pay period according to the following schedule:

<u>Length of Completed Service</u>	<u>Amount</u>
6-24 months	80 hours/yr (6.67 hrs/mo)
25-60 months	96 hours/yr (8 hrs/mo)
61-108 months	120 hours/yr (10 hrs/mo)
109-168 months	140 hours/yr (11.67 hrs/mo)
169-239 months	160 hours/yr (13.33 hrs/mo)
240+ months	192 hours/yr (16 hrs/mo)

- non sworn members of the union do not earn vacation beyond 160 hrs/ yr

Holidays - Sworn employees accrue 10.5 hours per month of time off in lieu of holidays. Non-sworn employees are granted holiday pay.

PERS- The City participates in the Public Employees Retirement System (PERS). An employee's designation and eligibility for participation in PERS or the OPSRP are determined by law. The City pays the 6% employee pick-up.