

## 2023 Employee Benefits for City of Dallas AFSCME Employees

### Medical Insurance-

93% of premium covered for full-time employees (at any level of coverage, including family); premium cost pro-rated for employees working less than 40 hours per week; insurance not offered to employees working less than 30 hours per week. Current employee cost share (taken out pre-tax) per month is as follows:

EE Only	EE+Child	EE+Children	EE+Spouse	EE+Family
\$40.45	\$75.70	\$103.14	\$86.52	\$118.96

HDHP-4 w/ HSA- \$1,700 individual deductible, \$3,400 for family.

Opt-out reimbursement of \$100 per month (pro-rated for employees working less than 40 hours per week)

### Dental Insurance-

100% of premium covered for full-time employees (up to family coverage)

Options:     ODS with Ortho- Max benefit \$1,500,  
Ortho covered 50% up to \$1,000

Willamette- No annual max, no deductible. Copays vary.

### HSA-

Employer contributions as follows (**pro-rated for mid-year hires**):

Individual plan - \$1,450

Employee plus - \$2,650

### Vision-

VSP A - \$10 copay for exams, \$25 copay for frames and lenses, \$166 allowance for contact lenses w/ no copay

### Flexible Spending Acct-

With HSA, only childcare available – 100% employee paid

### \$50,000 Basic Life Insurance-

100% of premium covered for benefited employees

### \$50,000 AD&D-

100% of premium covered for benefited employees

### Long Term Disability-

100% of premium covered for benefited employees; covers 66 2/3% of salary; 90 day wait; \$5K max ben.

**Short Term Disability-** Employee paid; coverage depends on employee selection

**Additional Voluntary Benefits:** 100% Employee paid; costs vary depending on plan(s) selected, amount of coverage, age, etc.  
**Critical Illness Insurance, Accident Insurance, Hospital Indemnity Insurance, Identity Theft Protection, Trauma Coverage**

**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 (pro-rated for part-time employees) 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, and an additional 40 hours at the completion of their first full year of service. Thereafter, they accrue vacation leave on a pro-rata basis each pay period according to the following schedule (with maximum accrual of 1.5 times the annual accrual amount):

<u>Length of Completed Service</u>	<u>Amount</u>
1-24 months	80 hours/year (10 days)
25-60 months	96 hours/year (12 days)
61-108 months	120 hours/year (15 days)
109-168 months	140 hours/year (17.5 days)
169-239 months	160 hours/year (20 days)
240+ months	192 hours/year (24 days)

**Holidays -** Regular and probationary employees are granted holiday pay. Full-time, regular employees will receive 8 hours of holiday pay per holiday (except for the half day granted the afternoon of the last workday before Christmas, in which case the employee receives 4 hours of holiday pay). Part-time employees receive holiday on a pro-rated basis. The following days are paid holidays:

- New Year's Day
- MLK, Jr.'s Birthday

- Presidents' Day
- Memorial Day
- Independence Day
- Labor Day
- Veterans Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day
- Afternoon of last workday before Christmas
- Half day informal leave to be used in December/January

Additionally,

- Employees who have been employed with the City for 5 consecutive years receive their birthday as a paid holiday.
- AFSCME employees are granted 12 hours of Personal Business leave each year to be taken between July 1 and June 30 and may be used for any purpose

**Longevity Pay-**

AFSCME employees who have been employed by the City of Dallas for at least 10 years will receive service credit to the starting rate of pay as follows:

- 120 – 179 months – 1% salary increase
- 180 - 239 months – 2% salary increase
- 240 - 299 months – 3% salary increase
- 300 – 359 months – 4% salary increase
- 360+ months – 5% salary increase

**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.