

**Employee Benefits for
City of Dallas
IAFF DPPFF Members
2023**

Medical Insurance-	95% of premium covered for full-time employees (at any level of coverage, including family) Co-Pay G plus monthly VEBA contribution (\$1,000 single/\$3,000 family deductible)
Dental Insurance-	100% of premium covered for full-time employees (up to family coverage) Options: <u>ODS with Ortho-</u> Max benefit \$1,500, Ortho covered 50% up to \$1,000 <u>Willamette-</u> No annual max, no deductible. Copays vary.
VEBA-	Employer contribution of \$125/month
Vision-	VSP A - \$10 copay for exams, \$25 copay for frames and lenses, \$166 allowance for contact lenses w/ no copay
Flexible Spending Acct-	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
Supplemental Employee, Spouse, and/or Dependent Life	Employee paid; costs vary depending on amount of coverage, age, etc.
<u>Additional Voluntary Benefits:</u> Critical Illness Insurance, Accident Insurance, Hospital Indemnity Insurance, Identity Theft Protection, Trauma Coverage	100% Employee paid; costs vary depending on plan(s) selected, amount of coverage, age, etc.

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 12 hours per calendar month of an employee's service and accrues up to a maximum of 1,500 hours.

Vacation Leave - 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:

<u>Length of Completed Service</u>	<u>Amount</u>
1-24 months	80 hours/year
25-60 months	108 hours/year
61-108 months	132 hours/year
109-168 months	152 hours/year
169-239 months	172 hours/year
240+ months	192 hours/year

Holidays - *Paramedic Unit* employees receive 11 hours per month holiday leave in lieu of holidays and FF/EMT Unit employees receive 9 hours per month.

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.