

2023 Employee Benefits for City of Dallas General Employees

Medical Insurance-	90% 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 <u>HDHP-4 w/ HSA-</u> \$1,700 individual deductible, \$3,400 for family.
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.
Vision-	VSP A - \$10 copay for exams, \$25 copay for frames and lenses, \$166 allowance for contact lenses w/ no copay
HSA-	Employer contributions as follows (pro-rated for mid-year hires): Individual plan - \$1,250 Employee plus - \$2,250
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
<u>Additional Voluntary Benefits:</u> Critical Illness Insurance, Accident Insurance, Hospital Indemnity Insurance, Identity	100% Employee paid; costs vary depending on plan(s) selected, amount of coverage, age, etc.

Theft Protection, Trauma Coverage

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

ICMA 401a- Employer paid for exempt employees only – 3% of salary contributed per month

AFLAC- Employee paid, some pre-tax deduction

Cell Phone Stipend Optional benefit. Department heads can receive \$110 per month in cell phone stipend.

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)

Exempt employees receive an additional 40 hours per fiscal year of exempt vacation. No carryover of this leave is allowed.

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
- Juneteenth
- 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

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.