

**2023 Employee Benefits for  
City of Dallas  
Part-Time General Employees**

**Medical Insurance-** Not offered for employees working <30 hrs/wk

**Dental Insurance-** Not offered for employees working <30 hrs/wk

**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.

**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.