

CITY OF SUGAR LAND PLAN YEAR 2021

OVERVIEW OF FULL-TIME EMPLOYEE BENEFITS

- TEXAS MUNICIPAL RETIREMENT SYSTEM (TMRS)** Employee contribution: 7%
City matches 2:1 with 5-year vesting
Retirement Eligibility:
1) Age 60 + vested; or
2) 20 years of service, any age
- HOLIDAYS** The City recognizes 10 Holidays per calendar year, which includes one floating Holiday. In lieu of a floating holiday, firefighters will receive September 11th, Patriot Day, as a fixed holiday.
- VACATION – Other than Public Safety**

0 –2nd Year	10 days per year
3-10 Years	15 days per year
11+ Years	20 days per year
- VACATION – Public Safety**

First Year	10 days per year
2-10 Years	15 days per year
11+ Years	20 days per year
- SICK LEAVE – Other than Firefighters** 8 hours per month, to a maximum of 1,040 hours
- SICK LEAVE – Shift Firefighters** 12 hours per month, to a maximum of 1,456 hours
- SICK LEAVE INCENTIVE PROGRAM** Annual conversion of sick leave to vacation

Sick Days Used from 01/01 to 12/31	Eligible Sick Days for Conversion
1 day or less taken	3 days
Up to 2 ½ days	2 days
More than 2 ½ days and up to 4 days	1 day
More than 4 days	0 day

- LONGEVITY PAY** After one year of employment, employees will receive an annual payment of \$4.00 per month of employment with the City for the first 25 years of continuous employment (maximum of \$1,200 annually). Qualified employees receive longevity payments each December.
- 125 CAFETERIA PLAN** Premium contributions for the medical and dental plans as well as Flexible Spending Accounts and Dependent Care Flexible Spending Accounts are available to all full-time employees through this arrangement.
- GROUP HEALTH & DENTAL** The City contributes to employee and dependent coverage in the HMO, HDHP and dental plans offered.

Per Pay Period Costs:	Medical		Dental		Vision
	HDHP	HMO	DHMO	DPPO	VSP
Employee Only	\$ 86.45	\$18.29	\$ 3.14	\$ 7.35	\$3.40
Employee + Spouse	\$295.51	\$126.09	\$ 5.89	\$ 18.49	\$6.80
Employee + Child(ren)	\$218.66	\$92.92	\$ 8.45	\$ 17.90	\$6.87
Employee + Family	\$387.08	\$175.84	\$10.33	\$ 31.41	\$10.81

- VISION CARE PLAN** Employees can voluntarily elect to purchase vision care insurance for themselves and their eligible dependents.

- **AFLAC PLANS**

Employees can voluntarily elect to purchase through payroll deduction: Accident, Cancer, Critical Illness, and Hospital policies for themselves and their eligible dependents.

(RATES ARE AGE-BANDED. EMPLOYEE MUST CONTACT REPRESENTATIVE DIRECTLY FOR RATES AND ENROLLMENT.)
- **BASIC LIFE and AD&D**

The City provides all employees annual salary of life insurance and accidental death & dismemberment (AD&D) coverage of one-time annual salary with a minimum of \$50,000.
- **LONG TERM DISABILITY**

The City provides employees with Long Term Disability in the amount of 60% of your salary (depending on position category) to a maximum of \$7,500 per month. Benefits begin after 90 days of disability and may continue to Social Security Normal Retirement Age (SSNRA) if you qualify. LTD is designed to replace a reasonable portion of your income in case of serious injury or sickness whether on or off the job. Benefits will be offset by any payments from SS, Workers Comp and other income offsets.
- **SUPPLEMENTAL LIFE and AD&D**

Employees can elect supplemental life insurance and AD&D coverage up to \$200,000 for themselves and up to \$50,000 for their spouse; as well as \$10,000 of life insurance for child(ren).
- **SHORT TERM DISABILITY**

This optional benefit allows employees to receive 70% of their weekly salary, to a maximum of \$1,000 per week (tax free), following either *Option A*: a 30-calendar day elimination period; or *Option B*: a 7-calendar (injury) or 14-calendar (illness) elimination period, for a maximum of 90-calendar days from on-set per qualifying incident.
- **PRE-PAID LEGAL PLAN**

Employees can voluntarily elect to participate in a legal access/assistance plan at a base cost of \$7.87 per pay period. Optional plans are also available. (EMPLOYEE MUST CONTACT REPRESENTATIVE DIRECTLY FOR RATES AND ENROLLMENT.)
- **DEFERRED COMPENSATION**

Employees are allowed to contribute to this optional program at a minimum set by the plan administrator and a maximum set annually by the IRS. Currently the City contracts with 2 administrators for this program: Dearborn & Creggs (\$50 per month minimum contribution); and ICMA-RC (\$1.00 per month min. contribution). The maximum contribution for 2020 is \$19,500 and \$6,500 for age 50 + catch-up.
- **CREDIT UNIONS**

Houston Federal Credit Union: (866) OUR-HFCU
Brazos Valley Schools Credit Union: (855) 391-2149
- **EMPLOYEE ASSISTANCE**

The EAP is designed to provide employees and their dependents with professional, cost-effective assistance in resolving difficult personal problems. Individual, voluntary involvement in the EAP is confidential. The City's EAP administrator is Alliance Work Partners (AWP) at 1-800-343-3822. Registration code: AWP-COSL-3822