



## EMPLOYEE BENEFITS SUMMARY

The summary below outlines benefits offered to full time employees of the City of Royse City. Employees are eligible for benefits on the first day of the month following their first day of work.

*Note: Plan documents or City directives govern in the event of omission or discrepancy. Benefit eligibility complies with all State and Federal rules.*

- Health & Vision Insurance premium paid 100% for employees. Partial payment of dependent premiums
- Optional Dental insurance
- \$ 30,000.00 term life and AD&D insurance policy provided for employees at no cost
- 10 Paid Holidays: New Year's Day, Martin Luther King Day, Good Friday, Memorial Day, 4<sup>th</sup> of July, Labor Day, Thanksgiving Day and the Day After, Christmas Eve and Christmas Day.
- 2 Floating Holidays (personal days) each year beginning on the first day of employment
- Sick Leave accumulation from the first day of employment – 80 hours per year
- Vacation Leave after 6 months – 80 hours per year for years 1-4, 120 hours for years 5-9, and 160 hours at 10 years +
- TMRS retirement plan at the 7% rate with City matching of 14%. Vesting after 5 years, 20-year retirement with supplemental death benefit
- Optional 457 retirement plan also offered
- Annual Longevity Pay after the 1<sup>st</sup> year of service
- Bilingual pay for certain positions
- Tuition reimbursement available upon approval
- Incentive pay for certain authorized certifications
- Performance Pay Plan

Contact the Human Resources Department for questions or more information about employee benefits

972-524-4826