



2018 EMPLOYEE BENEFITS

The City of Missouri City is located less than 30 miles from Downtown Houston and is a great place to live, work and play. For many individuals, working for the City provides a dual reward. First, it is their way of giving back to their community; secondly, it is a noble way of making a difference in the lives of everyone who turns to City government for its services. With more than 300 full-time employees, the City is committed to effective, efficient and responsive service. Furthermore, the City considers its employees its most valuable resource. Therefore, we offer what is arguably one of the most attractive and comprehensive employee benefit packages offered anywhere in the state of Texas.

BENEFITS

MEDICAL (TWO PLANS)

1. BLUE EDGE - HEALTH SAVINGS ACCOUNT (H.S.A) High Deductible Medical Health Plan

- **Provider:** Blue Cross Blue Shield
- Single coverage deductible - \$2,000 annually
- Family coverage deductible - \$4,000 annually
- Single coverage out-of-pocket maximum - \$4,000 annually
- Family coverage out-of-pocket maximum - \$6,850 annually
- Employee pays dependent premium

Contact the City's HR/OD Department for benefits summary, rates and additional details...

Health Savings Account (HSA)

- **Provider:** OptumHealthBank
- Use for qualified medical, dental, vision and pharmaceutical expenses;
- Max Contribution for employee only \$3,450 (*per the Internal Revenue Services*) ➤
City contributes to employee only \$1,250
- Max Contribution for employee/family \$6,900 (*per the Internal Revenue Services*)
- City contributes to employee/family \$2,250
- Age 55+ Catch Up Provision max \$1,000 (*per the Internal Revenue Services*)
- Unused balance rolls over to new year
Account belongs to employee

Contact the City's HR/OD Department for benefits summary, rates and additional details...

2. PPO

- **Provider:** Blue Cross Blue Shield
- **Deductible** - Single - \$1,000 / Family - \$2,000 annually;
- Inpatient Hospital Expenses = 80% of allowable amount;
- Out-of-Pocket Maximum = \$3,000 individual - \$6,000 family (Year);
- **Lifetime Benefits:** Unlimited
- Prescription Drug Co-pays: \$10 Generic / \$45 Preferred / \$80 Non-Preferred / \$100 Specialty; ➤ \$30 Copayment.

TWO DENTAL PLANS

1. DHMO

- **Provider:** MetLife
- No deductible; No Annual Maximum
- Member co-pay depends on procedure
- Employee pays dependent coverage

Contact the City's HR/OD Department for benefits summary, rates and additional details...

2. PDP (Dental PPO)

- **Provider:** MetLife
- \$1,500 per person annual maximum
- \$1,000 orthodontic lifetime maximum
- Out of network benefits available

Contact the City's HR/OD Department for benefits summary, rates and additional details...

VISION

- **Provider:** United Healthcare
- No deductible

Contact the City's HR/OD Department for benefits summary, rates and additional details...

LIFE INSURANCE

- **Provider:** Dearborn National
- \$50,000 Basic Life, Accidental Death & Dismemberment (Paid by the City)
- \$10,000 Group Term Life (Spouse), not to exceed 100% of the employee benefit amount (Semi-Monthly cost of \$0.62)
- Group Term Life (Child(ren))(Semi-Monthly cost of \$0.62)
 - Birth to 14 days: \$500
 - Age 15 days to 6 months: \$500
 - Age 6 months to 26 years (26 is full-time student): \$5,000
- Supplemental Life Insurance available up to \$300,000 or 7 times annual salary;

Contact the City's HR/OD Department for benefits summary, rates and additional details...

LONG-TERM DISABILITY

- **Provider:** Dearborn National
- 66 2/3 % of employee salary paid when approved
- Elimination period = 90 days
- City Pays premium

FLEXIBLE SPENDING ACCOUNT

- **Provider:** Flex Corp
- Pre-taxed Medical Spending Account
- Pre-taxed Dependent Care Account

Contact the City's HR/OD Department for current contribution limits and additional information...

SUPPLEMENTAL INSURANCE POLICIES

Provider: Aflac

- Accident

- Cancer
- Heart/Stroke
- Intensive Care
- Short-Term Disability
- Life Insurance

RETIREMENT BENEFITS

TEXAS MUNICIPAL RETIREMENT SYSTEM (TMRS)

- Statewide retirement system
- 7 % employee contribution - City Contributes 2 to 1

Visit <https://www.tmr.org/> for additional information

OPTIONAL DEFERRED COMPENSATION PROGRAM

- International City Management Association Retirement Corp. (ICMA-RC) ➤ ROTH – 457b (ICMA)
- American International Group (AIG)
- Nationwide

Contact the City's HR/OD Department for maximum contribution rates for this year or additional information...

OTHER BENEFITS

HOLIDAYS = 11 paid holidays per calendar year
 New Year's Day, Martin Luther King Jr. Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving Day, Christmas Eve, Christmas Day, and one additional floating holiday for regular, full time employees.

VACATION

SERVICE WITH THE CITY	VACATION DAYS*	HOURS PER WEEK	HOURS EARNED PER MONTH
0-5 years	10	40	6.66

		53	10.00
6 years	11	40	7.33
		53	11.00
7 years	12	40	8.00
		53	12.00
8 years	13	40	8.66
		53	13.00
9 years	14	40	9.33
		53	14.00
10-14 years	15	40	10.00
		53	15.00
15 years & over	16	40	10.66
		53	16.00

*For those persons working a twenty-four hour shift, which includes sleeping time, each twenty-four hour shift shall be considered to be made up of two twelve hour days.

Only regular, full time employees shall accrue vacation leave. Any employee who is separated from City service for any reason during this period will not be compensated for accrued vacation leave.

SICK LEAVE

- 12 days per calendar year
- Unlimited accrual
- Eligible to receive up to 30 days upon service retirement

EDUCATIONAL REIMBURSEMENT

With prior approval of the employee's supervisor and Department Director, the City may reimburse up to 100 % of the cost of tuition, books, lab fees, etc. for work-related courses or degree plans associated with the employee's current responsibilities or workshops/seminars and professional

training sessions. This is based on the successful completion of required course(s) with a passing grade of C or better. The maximum reimbursement is \$3000 per fiscal year.

Contact the City's HR/OD Department for benefits summary, rates and additional details...

EMPLOYEE ASSISTANCE PROGRAM

Provider: UTEAP

- Confidential counseling for all types of personal or professional challenges;
- 3 free visits per family member, per problem area, per calendar year;

Contact the City's HR/OD Department for additional information

UNIFORMS

The City provides uniforms and may provide dry cleaning reimbursement to some employees who it requires to wear a uniform; including Police Officer, Firefighters, Public Works employees and Parks & Recreation employees.

WELLNESS PROGRAM

- Free or reduced health screenings;
- Annual health fairs;
- Educational brown bag lunches;
- Free membership to Tennis & Recreation Center (employee only)

FUN BENEFITS

- Employee Thanksgiving Luncheon;
- Employee Christmas Holiday Party;
- City Sponsored Weight Watchers meeting at work;
- Public Service Recognition Week (daily events...)
- Years of Service & Recognition Awards;