



CITY OF WAXAHACHIE

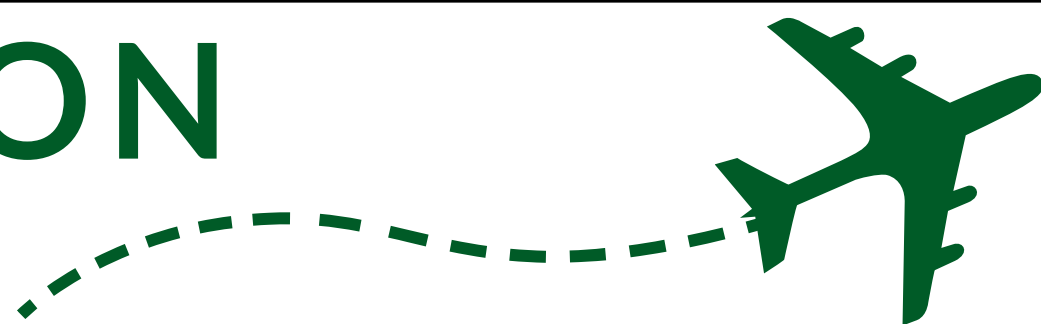
Benefits Summary

FOR FULL-TIME EMPLOYEES

2023/2024

This document is provided as a summary only. Benefits are effective October 1, 2023 - September 30, 2024. In the event of any discrepancy between this document and the official plan document or policy, the plan document and/or policy shall govern. Please contact Human Resources with any questions.

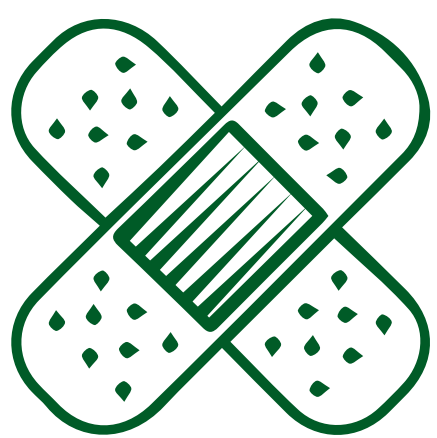
VACATION LEAVE



Full-time employees accrue vacation leave, however, vacation leave may not be used until they have completed their six month orientation period. Accrual rates are based on an employee's length of continuous full-time service with the City. Employees are not allowed to accrue more than 164.62 hours (258.93 for fire shift personnel) at any time. Police Officers and Firefighters earn 1.25 days of vacation each full month employed in a calendar year. For Fire Shift Personnel, a day is defined as 12 hours and the maximum accrual for vacation leave is 258.93 hours. Full-time employees are also eligible to receive two (2) Personal Days each calendar year after one (1) year of service.

Regular Employee Accruals	
Tenure	Per Pay Period
1 - 5 years	3.08 hours
6 - 10 years	.31 additional hours per pay period for each year of service
11+ years	4.62 hours per pay period up to the maximum accrual of 164.62 hours

SICK LEAVE



Regular full-time employees earn 3.70 hours of sick leave per pay period, however, sick leave may not be used during the employee's orientation period. Each Firefighter and Police Officer earns sick leave with pay at the rate of 1.25 full working days for each full month employed in a calendar year. A day is defined as twelve (12) hours for Fire Shift Personnel and eight (8) hours for Police Personnel.

COMPENSATORY LEAVE

Non-exempt employees may elect to accrue up to 60 hours of comp time off in lieu of overtime pay. Supervisor approval is required. Comp time is accrued at a rate of one and a half hours for each hour of overtime worked.

Full-time employees are granted twelve (12) paid holidays per year. New Year's Day, Martin Luther King Jr. Day, Good Friday, Memorial Day, Juneteenth, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Day after Thanksgiving Day, Christmas Eve, and Christmas Day.

HOLIDAY PAY

EAP EMPLOYEE ASSISTANCE PROGRAM

Provided through Voya's partnership with ComPsych, the EAP offers employees and their dependents 24-hour access to services related to counseling, parenting concerns, legal questions, financial issues, and a variety of other topics.



HEALTH

DENTAL & VISION INSURANCE



Full-time employees are provided group health, dental, and vision insurance coverage through BlueCross Blue Shield. New employees are eligible for insurance beginning the date of hire.

Plan	HDHP HSA	Base PPO	Buy-up PPO	Dental	Vision
Employee Only	\$0	\$35.01	\$61.03	\$0	\$3.40
EE + Spouse	\$161.18	\$324.25	\$397.22	\$13.75	\$6.45
EE + Child(ren)	\$58.47	\$158.87	\$229.16	\$22.12	\$6.79
EE + Family	\$220.04	\$405.30	\$482.11	\$39.14	\$9.98

The City offers three (3) health plans, one (1) dental plan, and one (1) vision plan, allowing employees to choose the most suitable plan for their unique situation. The rates are per pay period and are effective October 1, 2023.

The **Flexible Spending Accounts (FSA)** allow employees to pay for eligible health care and dependent care expenses with pre-tax income. The **Health Savings Account (HSA)** is a tax-advantaged personal savings account designed to complement a qualified High Deductible Health Plan (HDHP). You can use a Health Savings Account to pay for qualified medical expenses now or later in life. The HSA is only available to employees enrolled in the HDHP, while the FSA is only available to employees enrolled in either the Base or Buy-up PPO plans. Regardless of medical plan elected, employees may enroll in the Dependent Care FSA.

FLEXIBLE & HEALTH

SPENDING ACCOUNT SAVINGS ACCOUNT



LIFE/AD&D INSURANCE



Full-time employees are provided, at no cost, life insurance and accidental death & dismemberment (AD&D) insurance equal to \$25,000 through Voya. Supplemental voluntary life and AD&D insurance is also available to employees and their dependents at an additional cost. In addition, TMRS provides one times an employee's annual salary in life insurance to regular full-time employees.

All full-time, regular employees are required to participate in Texas Municipal Retirement System (TMRS). Employees contribute 7% of their gross pay, which is matched 2:1 by the City. After five (5) years of participation in TMRS, an employee is fully vested. Employees may retire once vested at age 60 or after 20 years of service at any age.

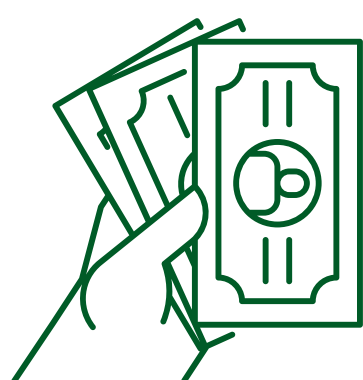
RETIREMENT & DEFERRED COMPENSATION

TMRS



Full-time employees can save additional money for retirement through a 457(b) deferred compensation plan. Employees can choose to voluntarily defer monies through Empower Retirement.

LONGEVITY PAY



All regular, full-time employees will receive an additional six dollars per month in longevity pay for each year of service with the City.



For more information about employee benefits, please contact Human Resources at 469-309-4190 or HR@waxahachie.com