



Benefits Information for Full Time Employees

Insurance

The City provides its full time employees with medical insurance (Blue Cross Blue Shield), dental insurance (Principal), and life, AD&D, and long term disability insurance (Dearborn) at no cost to the employee. The employee, at their cost, may obtain medical, dental, and/or vision coverage for their spouse and/or children based on the following rates:

Medical (via Blue Cross Blue Shield)	Bi-weekly Cost to Employee
Employee and Spouse	Age Banded Rates
Employee and Child(ren)	Age Banded Rates
Dental (via Principal)	Bi-weekly Cost to Employee
Employee and Spouse	\$ 14.46
Employee and Child(ren)	\$ 17.87
Employee and Family	\$ 33.07
Vision (via Superior)	Bi-weekly Cost to Employee
Employee Only	\$ 3.04
Employee and Spouse	\$ 6.07
Employee and Child(ren)	\$ 7.02
Employee and Family	\$ 10.80

Other optional insurance available to employees at their cost includes life insurance, AFLAC, and a FSA (flexible spending account) for eligible medical or day care expenses.

Texas Municipal Retirement System (TMRS)

The City of Oak Point matches the mandatory seven percent (7%) employee contribution at a rate of 2:1, with a 20 year retirement. The City does not participate in Social Security.

Leave

Vacation

Employees accrue vacation leave at the annual rate of twelve (12) days (3.7 hours per bi-weekly pay period) for up to five (5) years of service, three (3) weeks (4.6 hours per bi-weekly pay period) for 5-10 years of service, and four (4) weeks (6.1 hours per bi-weekly pay period) for over 10 years of service. The maximum annual carryover is 180 hours per calendar year for non-exempt employees, 240 for public safety employees, and 270 hours per calendar year for exempt employees.

Sick

Employees accrue sick leave at the rate of 3.7 hours per pay period. The maximum amount of sick leave that may be accrued by an employee is 720 hours.

Holidays

The following holidays have been declared as official holidays for City employees. Holidays that fall on Saturday are observed the preceding Friday. Holidays that fall on Sunday are observed the following Monday. Paid holidays include:

New Year's Day	Thanksgiving Day
Presidents Day	Friday after Thanksgiving Day
Good Friday	Christmas Eve
Memorial Day	Christmas Day
Independence Day	One (1) Personal Holiday
Labor Day	

Bereavement

Employees are provided three (3) days of bereavement leave per event.

Note: All benefits are subject to change.