



# Benefits Overview

The City of Port Aransas pays 100% of Employees Medical Premiums:



## EMPLOYEE HEALTH, DENTAL, VISION BENEFITS:

### Employee:

Health - \$765.54/month

Dental - \$27.34/month

Vision - \$6.79/month

Total - \$9,596.04/annual

PCP co-pay - \$30

Specialty co-pay - \$60

Virtual visit co-pay - \$30

Health Plan, Vision, and Dental Plans are administered through Blue Cross Blue Shield of Texas

### Basic Life Insurance & AD&D Benefit

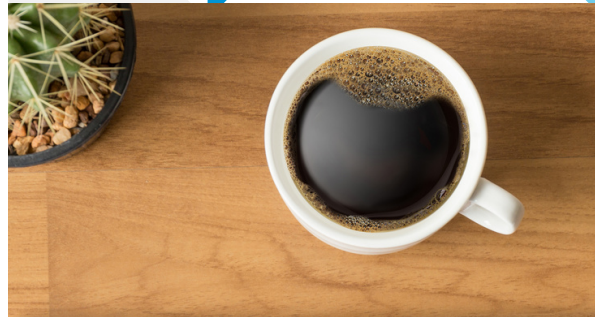
Blue Cross Blue Shield of Texas

- 1 x annual earnings rounded to next highest \$1,000
- City pays 100% Employee Premium

### Optional Insurance

Employee Pays 100%

- AFLAC



## EMPLOYEE BENEFITS



## DEPENDENT COVERAGE

Employee pays 100% of dependent coverage

### Spouse Only (Monthly):

Health - \$765.56

Dental - \$27.35

Vision - \$6.11

### Child(ren) Only (Monthly):

Health - \$267.95

Dental - \$41.73

Vision - \$6.79

### Family (Monthly):

Health - \$1033.48

Dental - \$78.23

Vision - \$13.17

## **RETIREMENT TEXAS MUNICIPAL RETIREMENT SYSTEM (TMRS)**

- Employee Contribution - 7% Gross Wages.
- Employer Match - 2 to 1
- 5 Year Vesting Period

## **SERVICE RETIREMENT ELIGIBILITY**

- Age 60 with 5 years of service.
- Any age with 20 years of service

## **MISSION SQUARE - 457 DEFERRED COMPENSATION**

- Voluntary employee option
- No City contribution
- Income taxes are deferred until assets withdrawn.



## **ADDITIONAL BENEFITS**

### **Vacation Leave**

1-5 Years of Service - 10 days per year  
6-10 Years of Service - 15 days per year  
11+ Years of Service - 20 days per year

### **Sick Leave**

12 days a year

### **Holidays**

10 Paid Holidays: New Year's Day, President's Day, Memorial Day, 4th of July, Veteran's Day, Labor Day, Thanksgiving Day and the Day After, Christmas Eve and Christmas Day.

### **Stability Pay**

7 Years of Service - 3% of Annual Salary  
8 Years of Service - 4% of Annual Salary  
9 Years of Service - 5% of Annual Salary  
10 Years of Service - 6% of Annual Salary

"TOTAL BENEFIT Package paid by CITY for Entry Level Public Works position  
Based on \$17.56/hr. -- Example: \$19,205.82 per/year or an additional \$9.23/hr. Does not include Stability Pay (min 7yrs service 3% annual)



**Benefits are subject to change with changes in premiums and other options**