



# Benefits Overview

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



## EMPLOYEE HEALTH, DENTAL, VISION BENEFITS:

### Employee:

Health - \$803.81/month

Dental - \$27.34/month

Vision - \$6.79/month

Total - \$10,055.28/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



## DEPENDENT COVERAGE

Employee pays 100% of dependent coverage

### Spouse Only (Monthly):

Health - \$803.83

Dental - \$27.35

Vision - \$6.11

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

Health - \$281.34

Dental - \$41.73

Vision - \$6.79

### Family (Monthly):

Health - \$1,085.16

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- are deferred until assets withdrawn.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**

12 Paid Holidays: New Year's Day, Martin Luther King Day, President's Day, Memorial Day, 4th of July, Veteran's Day, Labor Day, Columbus 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**