



# Employee Benefits Summary 2017

Benefit eligibility is determined by the Affordable HealthCare Act rules. Generally, employees who are scheduled to work 30 hours or more per week are eligible for benefits on the first day of the month following 30 days of service. The below provides a summary of the benefits offered by the City of Frisco. Detailed information about employee benefits is available online 24/7 at [www.friscotexas.gov/benefits](http://www.friscotexas.gov/benefits)

*Note: Plan documents or City directives govern in the event of omission or discrepancy.*

MEDICAL	United HealthCare EPO Choice Plan (In-Network Benefits ONLY)		
	Plan Type	EPO Low Deductible	EPO High Deductible
Deductible	Individual	\$1,000	\$2,000
	Family	\$2,000	\$4,000
Out-of-Pocket maximum	Individual	\$3,000	\$4,000
	Family	\$6,000	\$8,000
Bi-Weekly Rates (24 per year)	Employee only	\$17.50	\$7.50
	Employee & Spouse	\$182.00	\$76.50
	Employee & Children	\$177.50	\$74.00
	Employee & Family	\$300.00	\$175.00
ADDITIONAL BENEFITS			
Health Reimbursement Account (HRA)	The City offers you an opportunity to earn up to \$500 that will be placed in the HRA account. You earn the incentive through participation in the Wellness program provided by Viverae.		
Doctor on Demand	See a Doctor for a \$10 copay by using your video enabled mobile device or computer. <i>Must be enrolled in one of the medical plans for the reduced copay.</i>		
Compass Concierge Service	Compass Professional Health Services is a Health concierge service that is provided free of charge by the City of Frisco to medical plan participants. Compass provides price transparency, quality checks on facilities, and patient advocacy		

<b>DENTAL</b>	<b>Sun Life Financial</b>		
	Plan Type	DHMO (Network only)	Preferred Provider
Bi-Weekly Rates (24 per year)	Employee only	\$2.19	\$5.50
	Employee & Spouse	\$3.29	\$11.50
	Employee & Children	\$4.34	\$14.00
	Employee & Family	\$5.55	\$19.50
<b>VISION</b>	<b>Superior Vision</b>		
Bi-Weekly Rates (24 per year)	Employee only		\$3.47
	Employee & Spouse		\$5.92
	Employee & Children		\$6.26
	Employee & Family		\$9.38
<b>FLEXIBLE SPENDING ACCOUNTS (FSA)</b>	<b>Dependent Care</b>		<b>Medical Care</b>
Two accounts available	The FSA account allows you to contribute through payroll deduction on a tax-free basis for use on expenses throughout the calendar year.		
Maximum annual contribution	Up to \$4,999.92	Up to \$2,499.84	
<b>CITY PROVIDED BENEFITS</b>			
Basic Life Insurance & Accidental Death and Dismemberment	\$50,000 Basic Coverage		
	<i>Certain Fire and Police positions have an additional \$100,000 in Accidental Death &amp; Dismemberment Coverage</i>		
Income Replacement	Short Term Disability (STD)	Long Term Disability (LTD)	
	The City provides a basic plan at no cost to you. The benefit is 40% of weekly earnings up to a \$200 weekly benefit. An employee paid buy- up option is available.	The City provides LTD coverage at no cost to you. The benefit is 60% of your earnings up to a monthly maximum of \$5,500	
Employee Assistance Program (EAP)	With the EAP program you have access to resources to help with items related to relationships, family, legal assistance and many others.		
<b>RETIREMENT</b>			
Texas Municipal Retirement System (TMRS)	Eligible employees begin contributing to the TMRS system on the date of hire at a pre-tax rate of 7%. For Full details about the TMRS retirement program visit <a href="http://www.TMRS.org">www.TMRS.org</a>		
Vesting	You are considered vested with 5 years of service credit.		
Eligible to Retire	You are eligible to retire when you are vested and are at least age 60 or if you have 20 years of service credit at any age.		
Life Insurance	TMRS provides one time your annual salary in life insurance benefit		
Supplemental death benefit	\$7,500 supplemental death benefit		
Retiree health benefits	Health benefits may be continued at 100% of the cost if you are designated as a retiree by TMRS and elect to receive the TMRS benefit. Up to age 65 for medical benefits.		
Additional ways to save – Provided through ICMA-RC			
457 PLAN	In addition to the TMRS benefit, employees have the option to contribute to a 457 plan on a pre-tax basis.		
ROTH IRA	A Roth IRA is also an option to save for the future.		

<b>VACATION</b>		
	Service	Vacation Time
Begins accruing day one. Eligible for use after 6 months of employment (Designated as full-time employee)	Less than 10 years 10 years to 14 15 years or more	15 days per year 18 days per year 20 days per year
Designated as part-time working at least 30 hours per week	Less than 10 years 10 years to 14 15 years or more	90 hours per year 108 hours per year 120 hours per year
Fire protection personnel	The accrual is different for those designated to work 24-hour shifts. Refer to the policy for more details.	
<b>SICK LEAVE</b>		
Full-time employees	4 hours per pay period	96 hours per year
Part-time employees	3 hours per pay period	72 hours per year
<b>Fire shift personnel</b>		
24- hour 28-day cycle	6 hours per pay period	144 hours per year
8-hour 7-day cycle	4 hours per pay period	96 hours per year
<b>HOLIDAYS</b>		
Eligible Full-time employees and Part-time employees working 30 hours or more.	New Years Day Memorial Day Independence Day Labor Day	Thanksgiving Thursday Thanksgiving Friday Christmas Eve Christmas Day
Firefighters	Include September 11 <sup>th</sup> and omit Thanksgiving Friday	
<b>OTHER GREAT BENEFITS</b>		
Certification & Education pay <i>Police Officers and Firefighters ONLY</i>	Certification pay for Intermediate, Advanced, and Masters Certifications at \$50, \$80, and \$120 per month. Education pay for Associates, Bachelors, and Masters Degrees at \$50, \$100 and \$150 per month	
Longevity pay Full-time employee	Longevity pay after 13 months of service, \$4.00 per month will be paid for each FULL month employed through November 30th for a maximum of 25 years of service.	
	Part-time employees will be pro-rated based on their regularly scheduled hours.	
Bilingual Certification pay	Additional pay for employee's in positions where the skill is beneficial. See your department manager or HR for more information or the bilingual policy located at <a href="http://www.friscotexas.gov">www.friscotexas.gov</a>	
Tuition Reimbursement	All full-time employees are eligible for tuition reimbursement after successful completion of their probationary period. The City will reimburse at 100% of state rate for tuition & fees up to a maximum of \$3000 per fiscal year. Employees must make a grade C or better for an Associates or Bachelor's degree and a grade B or better for a Master's degree to receive reimbursement.	