

City of Melissa Benefit Summary

As of October 1, 2020

**Open Enrollment is from August 15, 2020 through September 15, 2020
Plan Year Begins October 1st.**



City of Melissa

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Insurance

Health and Dental – Texas MultiState Intergovernmental Benefits Pool (TML IEBP)

Employee is 100% covered by the City
Dependent coverage is paid 50% by the City and 50% by the Employee Health Reimbursement Account (HRA) \$500 per year – Employer Contributed

Life, Short-Term, & Long-Term Disability Insurance – Mutual of Omaha

1x Employee's Salary is paid by the City
Optional Life Insurance up to 5 times employee's annual salary (caps at \$250K)
Optional Life Insurance for dependents is paid by the employee
Long Term Disability Insurance – After 90 Days @ 66.67% - paid by the City

Short Term Disability insurance is paid by the employee
Employee Assistance Program Plan is paid by the City

Vision Insurance – Superior Vision of Texas

Vision coverage is paid by the employee

Retirement

Texas Municipal Retirement System (TMRS)

7% Mandatory employee contribution City matches 2 to 1
The City participates and matches Social Security

Deferred Compensation Program

ICMA Retirement Corporation or Security Benefit Group

Pre-Tax Savings plan – 457b

Supplemental Insurance

AFLAC

Plan year begins October 1st

Flexible Spending – Cafeteria Plan

Texas MultiState Intergovernmental Benefit Pool (TML IEBP)

Pre-Tax

Medical & Dependent Care Plan year begins October 1st.

Workers Compensation

TML

Time off

10 Holidays

1 Day off per year for birthday

2 Week of Vacation – 1-4 years of service, eligible to begin using after 6 months

3 Weeks of Vacation – 5-9 years of service

4 Weeks of Vacation – 10 - 14 years of service

5 Weeks of Vacation – 15+ years of service

3.70 hours of Sick Leave earned per pay period (Max 520 hours), eligible to begin using after 3 months.

(Fire) 5.54 hours of Sick Leave earned per pay period (Max 780 hours), eligible to begin using after 3 months.

Longevity Pay - \$4.00 per month for each full month employed after 1 year service on December 1st

Over Time Hours - Cash or Compensatory Time

**Please refer to Personnel Policies & Procedures Manual on all benefits
or contact Human Resources**