

Welcome to the City of Corpus Christi. We are proud of the various benefit offerings available to regular, full-time employees. This summary is intended to provide general information on the benefit plans available to employees. Specific information concerning each benefit option available is contained in the plan documents that govern the terms and conditions of coverage. Some benefits will vary between Executive level, Civilian, Fire and Police personnel. Please contact Human Resources-Benefits Division at 361-826-3300 with any questions you may have concerning your employee benefit options.

#### VACATION LEAVE ACCRUAL:

<u>Years of Service</u>	<u>Hours Per Year</u>
Less than 6 years of service	88 Hours
Beginning the 6 <sup>th</sup> year	104 Hours
Beginning the 11 <sup>th</sup> year	120 Hours
Beginning the 16 <sup>th</sup> year	144 Hours
Beginning the 21 <sup>st</sup> Year	168 Hours
Beginning the 26 <sup>th</sup> year	200 Hours
Beginning the 31 <sup>st</sup> year	240 Hours

- Annual carryover limited to 30 days
- Vacation buyback up to 5 days if 15 days are accrued and 5 days are used in calendar year
- Up to maximum of 30 days paid at termination, retirement, or death
- 12 months of service with City required before vacation is paid at termination
- Probationary Period must be completed before vacation accrual is used

#### SICK LEAVE:

- 12 days per calendar year (based on 8-hour shift)
- 960 hours carried over year to year
- No hours paid at termination
- Up to 720 accrued hours cashed-in for up to 360 hours of pay at disability/service retirement or upon death
- Buyback of up to 4 days at 50% if 240 hours are accrued and 32 or less hours were used in the previous calendar year

#### PERSONAL LEAVE:

- 40 personal leave hours granted to employees in payroll on August 1 of each year
- Days scheduled and used like vacation leave

#### HOLIDAY LEAVE:

- 7 days per year (based on 8-hour shift)
  - ✓ New Year's Day
  - ✓ Memorial Day
  - ✓ Independence Day
  - ✓ Labor Day
  - ✓ Thanksgiving Day
  - ✓ Day after Thanksgiving
  - ✓ Christmas Day

#### OTHER LEAVES:

- Military Leave up to 15 calendar days per year
- Jury Duty Leave

## **RETIREMENT:**

- Texas Municipal Retirement System
- Automatic enrollment
- 6% contributed by employee
- City contribution actuarially determined
- 5-year vesting
- Eligibility for retirement:
  - ✓ Age 60 with 5 years of service
  - ✓ 20 years of service at any age

## **DEFERRED COMPENSATION PLANS:**

- Two plans offered (ICMA and Nation Wide Retirement Solutions)
- No City contribution

## **HEALTH INSURANCE:**

- Coverage effective as of date of hire
- Enrollment must be completed by 31<sup>st</sup> date of hire
- City pays portion of bi-weekly premium
- Choice of 2 plans: Citicare or Alternate Choice (Civilian employees only)

## **DENTAL INSURANCE:**

- Coverage effective as of date of hire
- Enrollment must be completed by 31<sup>st</sup> date of hire
- Choice of 2 plans: Basic or Expanded Plan

## **TERM LIFE INSURANCE COVERAGE:**

- \$10,000 group term insurance with AD&D paid for at City's expense
- Supplemental and optional term life at group rates available at employee's expense
- Spouse and/or child life insurance at group rates available at employee's expense

## **DISABILITY INSURANCE:**

- Mandatory participation in disability income protection plan
- Shared cost between City and employee
- Choice of Long Term coverage only or combination short term and long term
- Choice of 4 plans

## **EMPLOYEE ASSISTANCE PRORAM:**

- Three confidential visits for counseling services paid for by City
- Covers employee, spouse and dependent children
- Choice of two convenient locations

## **OTHER OPTIONAL BENEFITS AT EMPLOYEE'S COST:**

- Corpus Christi Dental Plan – discount dental
- Ameritas – discount vision plan
- Cancer Coverage for employee and family
- Heart/Stroke Coverage

**CAFETERIA PLAN (PREMIUM ONLY PLAN)**

- ❑ Premiums for health, term life, self-funded dental insurance deducted before federal taxes are calculated
- ❑ May increase employee's take home pay

**FLEXIBLE SPENDING ACCOUNT**

- ❑ Plan Year is August 1 through July 31
- ❑ Use pre-tax dollars to pay for:
  - ✓ Out-of-pocket medical expenses and certain over-the-counter drugs
  - ✓ Day care expenses for child and/or elder care
  - ✓ Use pre-tax dollars for reimbursement of health, dental or vision insurance premiums that are paid with after tax dollars
- ❑ Maximum annual deduction of \$6,250 for medical expenses
- ❑ Maximum annual deduction of \$5,000 for day care expenses

**Employee Health Insurance  
Bi-Weekly Premiums  
Plan Year 8-01-09 through 7-31-10**

Coverage	Employee Only	Employee & Spouse	Employee & Child	Employee & Family
<b>Citicare</b>	\$ 14.62	\$ 96.12	\$ 79.46	\$ 146.51
<b>Alternate Choice</b>	\$ 7.50	\$ 60.00	\$ 45.00	\$ 100.00
<b>Citicare Fire</b>	\$ 55.58	\$ 160.62	\$ 139.12	\$225.44
<b>Citicare Public Safety</b>	\$0	\$ 112.91	\$ 89.87	\$ 182.67
<b>Dental Care (Civilian employees only)</b>				
<b>Dental Basic</b>	\$12.46	\$25.92	\$19.94	\$34.89
<b>Dental Expanded</b>	\$19.75	\$39.48	\$30.71	\$53.74

*This is a summary of general benefits. Some benefits vary between executive level, Civilian, Fire and Police personnel.*