CITY OF ALLEN
EMPLOYEE BENEFIT INFORMATION
EFFECTIVE: OCTOBER 1, 2014

All Rates: Per Pay Period

EMPLOYEE ELECTED HEALTHCARE BENEFITS (REGULAR FULL-TIME EMPLOYEES)

Health Insurance, Vision Insurance & Prescription Card
United Healthcare Choice Plus PPO- Plan A

Coverage	Total Cost	City Pays	Employee Pays
Employee Only	$352.58	$304.66	$47.92
Employee & Spouse	$720.94	$509.65	$211.29
Employee & Child(ren)	$569.49	$375.01	$194.48
Employee & Family	$991.61	$757.47	$234.14

United Healthcare Choice Plus PPO- Plan B

Coverage	Total Cost	City Pays	Employee Pays
Employee Only	$301.20	$284.59	$16.61
Employee & Spouse	$615.89	$464.14	$151.75
Employee & Child(ren)	$486.50	$351.87	$134.63
Employee & Family	$847.12	$679.04	$168.08

United Healthcare High Deductible Health Plan (HDHP)– Plan C

Coverage	Total Cost	City Pays	Employee Pays
Employee Only	$262.38	$262.38	$0.00
Employee & Spouse	$492.72	$371.32	$121.40
Employee & Child(ren)	$389.21	$281.50	$107.71
Employee & Family	$677.70	$543.23	$134.47

Health Savings Account (HSA)– Plan C Paticipants Only (contribution limits)

Coverage	2015 Total Contibution Limits	City Contribution	Employee Contribution
Individual	$3,350.00	$1,000**	Up to $2,350
Family	$6,650.00	$2,000***	Up to $4,650
Catch up Contribution*	$1,000.00	--	--

*Catch up contribution available to individuals age 55+
*$500 to be deposit beginning of plan year, remaining funds divided over remaining 11 months
*$1,000 to be deposit beginning of plan year, remaining funds divided over remaining 11 months

United Healthcare Dental Insurance

Coverage	Total Cost	City Pays	Employee Pays
Employee Only	$27.94	$27.35	$0.59
Employee & Family	$62.27	$36.54	$25.73

Short Term Disability
Sun Life Insurance Company

Coverage	Total Cost	City Pays	Employee Pays
Employee Only	Varies	0%	100%

Additional Life and/or AD&D Insurance
Sun Life Insurance Company

Coverage	Total Cost	City Pays	Employee Pays
Employee Only	Varies	0%	100%
Spouse	Varies	0%	100%
Child(ren)	Varies	0%	100%

Flexible Spending Accounts
Discovery Beneftis

Type of Account	Maximum Annual Contribution
Health Care Reimbursement	Up to $2,500
Dependent Care Reimbursement	Up to $5,000

*All deductions are withheld from the 1st two pay checks of the month for a total of 24 deductions per year.

CITY PROVIDED HEATHCARE BENEFITS (REGULAR FULL-TIME EMPLOYEES)

Basic Life/Accidental Death (one times annual salary up to max. $250,000)
Sun Life Insurance Company

Coverage	Total Cost	City Pays	Employee Pays
Employee Only	Varies	100%	0%

Long Term Disability
Sun Life Insurance Company

Coverage	Total Cost	City Pays	Employee Pays
Employee Only	Varies	100%	0%

Employee Assistance Program
Alliance Work Partners

Coverage	Total Cost	City Pays	Employee Pays
Employee Only	$2.05	100%	0%

RETIREMENT BENEFITS (REGULAR FULL-TIME EMPLOYEES & PART-TIME EMPLOYEES 20 HOURS OR MORE)

Texas Municipal Retirement System

- Mandatory participation
- Employee pre-tax contribution of 7%
- Five (5) year vesting
- City matches 2-1 upon retirement
- Retirement at any age with 20 years or age 60 with 5 years service

ICMA Deferred Compensation Plan (457)

- Optional participation
- Pre-tax employee contributions up to $17,500 annually (for calendar year 2014)
- No employer contributions
- Enrollment and contributions can be elected/changed at any time
- Employee selects investment options

ADDITIONAL BENEFITS OFFERED (REGULAR FULL-TIME EMPLOYEES)

Payroll Direct Deposit participation is mandatory but may be divided into up 3 different accounts that may be located at different banking institutions.

Longevity Pay

$4.00 per month of service after completing 1 year of service.

City Paid Holidays

- New Years Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Friday following Thanksgiving
- Christmas Eve
- Christmas Day
- One Personal day per year
- One additional Personal day per year for employees with 5 or more years of service

Vacation

Vacation shall accrue per pay period at the following rates

3.08 hrs/pay period	less than five years service
4.62 hrs/pay period	five thru nine years service
6.15 hrs/pay period	ten or more years service

Fire Shift Personnel regularly scheduled to work more than 40 hours per week.

4.62 hrs/pay period	Zero thru one year of service
6.92 hrs/pay period	One thru nine years of service
9.23 hrs/pay period	ten or more years of service

Sick Leave

All full time employees with less than 5 years of service shall accrue 2.77 hours sick leave per pay period. All full time employees with 5 years of service or more shall accrue 3.08 hours sick leave per pay period.

Fire shift personnel regularly scheduled to work in excess of 40 hours per week shall accrue 4.15 hours per pay period.

ADDITIONAL BENEFITS OFFERED (PART-TIME EMPLOYEES 20 HOURS OR MORE)

Vacation, sick, and longevity benefits are pro-rated based on the average number of hours scheduled.