

City of Lake Jackson Employee Benefits Summary

MEDICAL PLAN

City of Lake Jackson offers a PPO medical plan options that is administered by TML Multistate (TMLIEBP).

Out of pocket maximum (In-network)	\$3000 employee + \$500 Deductible / \$6000 family + \$500 Deductible
Coverage (In-network)	100% coverage of preventive care 70% TML, 30% Employee (Office/Specialist) 70% TML, 30% Employee (Hospital) 50% TML, 50% Employee (Out of Network), \$250 deductible

Employee Cost:	Per pay period (26)
Employee	Free
Employee + Spouse	\$433.16
Employee + Child(ren)	\$237.54
Employee + Family	\$523.06

DENTAL PLAN

City of Lake Jackson's dental plan is administered by TML Multistate (TMLIEBP).

Annual deductible:	\$50 individual
Maximum benefit:	\$2000 each calendar year
Coverage:	100% coverage for two preventive visits per calendar year 80% TML, 20% Employee for basic dental expenses after deductible 50% TML, 50% Employee for major dental expenses after deductible

Employee cost:	Per pay period (26)
Employee	Free
Employee + Spouse	\$18.29
Employee + Child(ren)	\$20.11
Employee + Family	\$35.95

VISION PLAN

City of Lake Jackson's vision plan is administered by TML Multistate (TMLIEBP).

Coverage:	Up to \$85 reimbursement for annual routine eye examination Up to \$225 reimbursement for Frames and Lenses or Contacts
Employee cost:	Per pay period (26)
Employee	\$5.77
Employee + Family	\$17.31

LIFE INSURANCE

City of Lake Jackson provides basic life and AD&D insurance to all eligible employees at no cost. These benefits are insured by the Standard.

Coverage:	Basic life policy: \$25,000 (City) & 1 time annual salary (TMRS) Basic accidental death and dismemberment policy (AD&D): \$25,000
Employee cost:	100% of premiums paid by employer (Supplemental life and AD&D are available for purchase for employee)

EMPLOYEE HEALTH CLINIC – CAREHERE

City of Lake Jackson access to Brazoria County Employee Health Clinic operated by CareHere for all employees and their eligible dependents at no cost. (Access for dependents is included for employees that participate in the Health Plan.)

DISABILITY

City of Lake Jackson provides basic long-term disability (LTD) insurance to all eligible employees at no cost. This benefit is administered by TML Multistate (TMLIEBP).

Basic LTD Plan

- Cost/Coverage:**
- 100% of premium paid by employer
 - 180-day waiting period
 - Provides 60% of pre-disability earnings to a maximum of \$5000 per month

RETIREMENT PLAN

Employee participation in Texas Municipal Retirement System (TMRS) is mandatory.

- Contribution/Matching:** Full-time employees are required to contribute 6% of their salary. Employer contributes a ratio of 2:1 to the employee's fund after the employee becomes vested (five years) and retires after 20 years of service or at age 60 with at least five years of service. Retirement fund earns interest annually. City of Lake Jackson participates in Social Security. TMRS also provides a life insurance benefit at one-times annual salary.

**Optional Retirement Savings Plans
(Fully funded by employee):**

**International City Management
Association (ICMA)**

457 Deferred Compensation Plan

*The City also pays into Social security for all payroll employees.

PAID HOLIDAYS

- Ten (10) paid holidays for all eligible employees.

VACATION LEAVE

- Eligible employees accrue eight (8) hours of vacation leave per month. Able to use leave after new hire period or 6 months.

SICK LEAVE

- Eligible employees accrue eight (8) hours of sick leave per month. Able to use leave after new hire period or 6 months.

PARENTAL LEAVE

- Eligible employees receive a maximum of 240 hours of parental leave if pregnant with a child or 120 hours of parental leave for all other employees who qualify for parental leave.

Tuition Reimbursement

- 100% Tuition reimbursement for regular full-time employees who desire to further their education.



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