



Benefits Information for Full Time Employees

Insurance

The City provides its full-time employees with medical insurance, dental insurance, life, AD&D, long term disability, short term disability insurance and Teladoc at no cost to the employee. The employee, at their cost, may obtain medical, dental, and/or vision coverage for their spouse and/or children. The City also contributes \$250/mo. toward dependent coverage.

Other optional insurance available to employees at their cost includes voluntary life insurance, Legal Shield, AFLAC, a deferred compensation plan(457B) and a flexible spending account (FSA) for eligible medical or day care expenses.

Texas Municipal Retirement System (TMRS)

The City of Oak Point matches the mandatory seven percent (7%) employee contribution at a rate of 2:1, with a 20-year retirement. The City does not participate in Social Security.

Leave

Vacation Employees accrue vacation leave at the annual rate of twelve (12) days (3.7 hours per bi-weekly pay period) for up to five (5) years of service, three (3) weeks (4.6 hours per bi-weekly pay period) for 5-10 years of service, four (4) weeks (6.1 hours per bi-weekly pay period) for 10 -15 years of service and five (5) weeks (7.6 hours per bi-weekly pay period) for over 15 years. The maximum annual carryover is 180 hours per calendar year for non-exempt employees, 240 for public safety employees, and 270 hours per calendar year for exempt employees.

Sick Employees accrue sick leave at the rate of 3.7 hours per pay period. The maximum amount of sick leave that may be accrued by an employee is 720 hours.

Holidays The following holidays have been declared as official holidays for City employees. Holidays that fall on Saturday are observed the preceding Friday. Holidays that fall on Sunday are observed the following Monday. Paid holidays include:

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| New Year's Day | Labor Day |
| MLK Day | Veterans Day |
| Presidents Day | Thanksgiving Day |
| Good Friday | Friday after Thanksgiving Day |
| Memorial Day | Christmas Eve |
| Juneteenth | Christmas Day |
| Independence Day | One (1) Personal Holiday |

Bereavement Employees are provided three (3) days of bereavement leave per event.

Note: All benefits are subject to change.