



Plan Year 10/01/2024 - 09/30/2025
Overview of Full-Time Employee Benefits

Group Medical & Dental

The City contributes to employee and dependent coverage in the medical and dental plans offered. Benefit premiums are semi-monthly (twice a month).

	Medical		Dental	Vision
Semi-monthly:	HDHP	PPO		
Employee Only	\$00.00*	\$00.00	\$0.00	\$0.04
Employee + Spouse	\$125.00	\$400.00	\$23.90	\$2.76
Employee + Child(ren)	\$25.00	\$200.00	\$29.02	\$3.74
Employee + Family	\$400.00	\$800.00	\$38.89	\$6.48

*For the Employee Only option on the HDHP, the City funds a Health Savings Account (HSA) with \$283.78 per month.

Long Term Disability

The City pays for long term disability which covers 50% of monthly pre-disability pay. The maximum monthly benefit is \$5,000.

Life Insurance and AD&D

The City pays for a \$20,000 term life insurance and AD&D policy. Supplemental life insurance and dependent life insurance is available.

Longevity Pay

All full-time employees will receive \$48 of longevity pay per year after the first year of employment with the City, with an increase of \$48 per year thereafter.

Retirement

The City is a member of the Texas Municipal Retirement System (TMRS). Employees contribute 7% of their gross wages on a pre-tax basis to TMRS. The City matches 2:1. You are vested after five years of employment. Vested employees will receive their own and the City's matching contributions, plus interest upon retirement via monthly payment options. You are eligible to retire once vested and age 60 or 20 years of service at any age. While working you also have a supplemental death benefit equal to 1 times your yearly salary.

Social Security

Both the employee and City contribute to the employee's social security retirement account.

Deferred Compensation

Employees may voluntarily contribute to this optional retirement program at a minimum set by the plan administrator (\$10 per check) or a maximum set annually by the IRS. Currently the City contracts with Mission Square.

**Holiday**

The City recognizes 13 Holidays per calendar year. New Year's Day, MLK Day, President's Day, Memorial Day, Juneteenth, July 4th, Labor Day, Columbus Day, Veteran's Day, Thanksgiving and the Day after, Christmas Eve and Christmas. Effective immediately.

Personal Time

16 hours per calendar year. May be taken at the first of the month following one month of employment.

Sick Time

8 hours per month with a maximum of 480 hours. May be taken at the first of the month following one month of employment.

Vacation

8 hours per month for the first five years. Accrual rate increases after 5 years and 10 years. May be taken at the first of the month following one month of employment.

Pay Cycle

For pay purposes the work week begins at 12:01 am on Sunday and ends at midnight on Saturday. Employees are paid bi-weekly on Friday. If payday falls on a holiday, payday will be on the day preceding the holiday.

Employee Assistance

The EAP is designed to provide employees and their dependents with professional, cost-effective assistance in resolving difficult personal problems. Individual, voluntary involvement in the EAP is confidential. The City's EAP administrator is Alliance Work Partners (AWP).

Employee Gym

Employees may use the employee gym located at the police station.

*This is intended as a general overview of the City of Lakeway benefits package.
Please contact Human Resources for additional information at 512-314-7508.