

## Health Insurance

Eligibility for health insurance benefits begins on the first of the month after date of hire. This includes medical, dental, prescription and vision coverage for all employees and their eligible dependents. The monthly rates are listed below:

### Medical and Prescription:

Employee only	\$19.80
Employee and Spouse	\$366.30
Employee and Child(ren)	\$225.50
Employee and Family	\$405.90

\*Additional surcharge of \$50.00/month for tobacco users

### Dental W/Orthodontia:

Employee only:	\$19.95
Employee and Spouse	\$29.98
Employee and Child(ren):	\$26.67
Employee and Family:	\$38.14

### Dental Without Orthodontia:

Employee only:	\$8.67
Employee and Spouse	\$15.31
Employee and Child(ren):	\$12.89
Employee and Family:	\$21.36

### Vision:

Employee only:	\$5.58
Employee and Spouse:	\$11.16
Employee and Child(ren):	\$10.60
Employee and Family:	\$16.65

## Flexible Spending Accounts

This benefit is a way to save tax dollars on out-of-pocket medical, dental, vision and prescription expenses, and/or dependent care (child care). A pre-determined amount of the employee's paycheck is set aside in a tax-exempt account that the employee is reimbursed from as expenses are incurred. The maximum amount that may be withheld is \$2,550 annually for medical and \$5,000 annually for dependent care.

## Employee assistance

### Employee Assistance Fund

The City of Huntsville Employee Assistance Fund was established as a good faith effort to assist current employees in times of catastrophic need. Eligible employees may receive \$500.

### Catastrophic Leave Program

The Catastrophic Leave Program was created to assist employees in times of need caused by a serious medical condition. Employees must donate some of their own leave in order to be eligible, and may use up to 480 hours after all leave is exhausted.

## Medicare

The City does not participate in Social Security. Employees contribute 1.45% of their salary to Medicare.

## Retirement

All employees who work over 1,000 hours per year are members in the Texas Municipal Retirement System (TMRS). Employees contribute 7% of gross income (pre-tax); the City matches the contributions at a rate of 2 to 1. Employees become vested with the City after five years of service. Employees are eligible to retire at any age with 20 years of service, or at age 60 with five years of service.

Employees hired after 01/01/2016, will contribute 2% of salary, pre-tax, not to exceed \$100 per month, into a health savings account to be utilized for medical expenses upon retirement or separation of service.

## Deferred Compensation Plan

The City offers an optional retirement plan through the International City Managers Association (ICMA). This is a tax deferred retirement benefit that employees may contribute to in order to shelter a portion of their salary from taxes while providing an additional tool for retirement planning and savings.

## Leave Benefits

### Vacation

Employees may utilize vacation after six months of employment. Employees accrue 10 days per year, and certified Police and Fire Department employees accrue 15 days per year. Accrual increases with years of service.

### Sick Leave

Employees accrue sick leave at the rate of one day (eight hours) per month. Sick leave may be accumulated up to a maximum of 720 hours.

### Holidays/Personal Leave

Full-time employees receive 10 paid holidays per year, and up to three days of personal leave.

## Life Insurance

### Life Insurance

The City provides life insurance with a value of one year's annual salary to all employees.

### Voluntary Life Insurance

The City offers a voluntary life insurance plan through payroll deduction for the employee, spouse and dependents.

## **Additional Benefits**

### Employee Assistance Program (EAP)

The City has available a free resource to confidentially help employees deal with life's stresses and work or life problems. The EAP can help with issues including: family issues, communication skills, parenting skills, stress or time management, legal and financial issues or grief counseling.

### Tuition Assistance

The City of Huntsville recognizes that the skills and knowledge of its employees are critical to the success of the organization. This program encourages personal development through formal education so employees can maintain and improve their skills. Employees may be eligible for up to \$1500 per fiscal year for assistance.

### Scholarship Fund

City employees have the option of contributing to the Scholarship Fund to benefit employees' children. At the end of each school year, employees with children graduating from high school and planning to attend college or trade/technical school can apply. The amount of the award is based on the fund balance and may not exceed \$1,000.

### Health Club Memberships

The City will pay annual fees up-front and payroll-deduct the fees over the year.

### Longevity

The City pays employees who have completed one year of continuous service longevity pay of \$4.00 per month for each year of City of Huntsville service to a maximum of twenty-five (25) years of service.



## **CITY OF HUNTSVILLE**

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Visit our City Web site for more  
information on job openings!

[www.huntsvilletx.gov](http://www.huntsvilletx.gov)

## **City of Huntsville Employee Benefits Information**



All benefits outlined in this  
brochure apply to full-time  
employees

Effective January 1, 2016