



City of Melissa

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City of Melissa Benefit Summary

As of October 1, 2010

Insurance

TML IEBP (Texas Municipal League Intergovernmental Employee Benefit Pool)

Health and Dental

Employee is 100% covered by the City for Health and Dental

Employee shares cost of dependant coverage

Life Insurance through The Standard (1x Salary Employer paid)

Optional additional Life Insurance up to 3 times employee's annual salary

Optional Life Insurance for dependents

Employee Assistance Program Plan – Employer Paid

Long Term Disability insurance offered with a Buy-up Plan

Optional Vision coverage available

Annual Open Enrollment October 1st

Retirement

TMRS (Texas Municipal Retirement System)

7% Mandatory employee contribution

City matches 2 to 1

Social Security

-City participates & matches

Deferred Compensation Program

ICMA Retirement Corporation or Security Benefit Group

Pre-Tax Savings plan - 457

No Match from the City

Supplemental Insurance - AFLAC

Plan year begins Nov. 1

Flexible Spending – Cafeteria Plan - Administered by AFLAC

Pre-Tax

Health Insurance Premiums, Medical & Dependent Care

Plan year begins Nov. 1

Workers Compensation – TML

Time off

10 Holidays

3 Personal Days after 90 days

2 Week of Vacation – 1-4 years of service, eligible after 6 months

3 Weeks of Vacation – 5-9 years of service

4 Weeks of Vacation – 10+ years of service

48 Hours of sick time each calendar year – eligible after 6 months

96 Hours of Extended Illness accrued annually

Longevity Pay

\$4.00 per month for each full month employed after 1 year service on December 1st

Over Time Hours

Cash or Compensatory Time