



## *Benefit Highlights*

For Full Time Benefits Eligible Employees

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### Health & Welfare

➤ **Eligibility:**

- Eligibility – All full-time employees regularly scheduled to work 30 or more hours per week and your spouse, biological children, stepchildren, adopted children, grandchildren, or children under your legal guardianship are eligible to be enrolled in benefits with appropriate dependent documentation.

➤ **Medical Program**

- Exclusive Provider Organization (EPO) and High Deductible Health Plan (CDHP).
- In-Network coverage only.
- Preventive services covered at 100% on both plans.
- Prescription Drug coverage including mail order pharmacy; some maintenance medications covered at 100%.

➤ **Additional Health Programs**

- VIRTAs, a Type 2 diabetes reversal program
- Hello Heart, a high blood pressure tracking program
- Accolade, a health care concierge to help with medical questions and claims
- Airrosti, a rapid recovery program for soft tissue injuries
- Cover stem cell and platelet rich plasma therapy for musculoskeletal conditions
- Surgery Plus, a bundled surgery program for common musculoskeletal conditions
- Teladoc, provides virtual visits for on demand medical, and appointment based mental health and dermatology

➤ **Health Savings Account** (available only for those enrolled in High Deductible Health Plan)

- Make tax free contributions via payroll deduction.
- The City contributes to your account.
- Pay for qualified healthcare expenses with HSA account debit card.
- You own and administer the HSA account.
- The money in this account is yours with no deadline for using it, and no forfeiture.

➤ **Dental Program**

- Three plans available: DPPO High, DPPO Low and DHMO.
- Orthodontic benefit included all and implants covered on the two DPPO plans.

➤ **Flexible Spending Accounts**

- Health reimbursement and dependent care programs available.
- Tax free contributions via payroll deduction.
- Carry over benefit for the health reimbursement account.

➤ **Employee Assistance Services**

- Confidential telephone hotline available 24/7.
- Up to six face-to-face counseling sessions.
- Free, confidential assessments and referral to community resources for personal and work-related problems such as stress, marital issues, financial strains, substance abuse, elder care and parenting concerns, and other life issues that affect employees and family members.



- **Employee Life and Accidental Death & Dismemberment (AD&D) Insurances**
  - City provides Employee life and AD&D insurance coverage at no cost to you; one times base salary rounded to the next higher \$1,000.
  - Supplemental life insurance available for purchase through payroll deduction; multiples of your annual salary to a maximum of five times not to exceed \$500,000.
- **Dependent Life Insurance**
  - Supplemental life insurance available for purchase through payroll deduction.
  - Spouse coverage: \$50,000.
  - Child(ren) coverage: \$10,000.
- **Long Term Disability**
  - Benefits payable after 90 or 180 days of disability
  - Benefit equal to 40% or 60% of monthly earnings to a maximum of \$6,000 or \$9,000 per month respectively.
- **Short Term Disability**
  - Benefits payable after 14 or 30 days of disability
  - Benefit equal to 40% or 60% of weekly earnings for a maximum of 11 or 22 weeks

### Retirement and Wealth Building

- **Pension Plan**
  - Eligibility - All regular full time and part time employees who work more than 20 hours per week.
  - Employee contribution of 9.35% of salary
  - City contribution of 24.24% of salary
  - Vested after five years
  - In place of Social Security
- **457 Plan**
  - Eligibility - All employees who are at least 18 years of age.
  - Tax deferred contributions - Employees can defer up to IRS maximum of \$20,500 in 2022.
  - Catch-Up Contributions – age 50 or older.
  - Change your contributions at any time.
  - You decide how to invest the assets in your account from the available investment options. You can change your investment choices at any time.
  - Quarterly statements and daily review of account on line.

### Quality of Life and Career Fulfillment

- **Wellness Program**
  - Proactive and preventative approach to your good health and well-being.
  - Biometric screening and health risk assessment for employees enrolled in our medical plan.
  - Wellness tools & activities.
  - Onsite fitness classes
  - BlueZones certified
  - Other classes around mental health, financial health and physical health
- **Vacation**
  - Eligibility: After successful completion of probationary period (usually 6 months).
  - Time off for rest, relaxation, vacation, illness, religious observances, and personal business.
  - Accrual (annual):

Year Hired:	4.62 hours biweekly
Years 1- 5:	15 days
Years 6 – 10:	17 days
Years 11 - 15:	18 days
Years 16 – 20:	20 days
Years 21+:	23 days



- **Sick Leave**
  - Eligibility: After successful completion of probationary period (usually 6 months).
  - Time off for short term illness, to care for a family member, attend physician appointments and for the wait period for major medical.
  - Accrual (annual): 80 hours
  
- **Holidays:**
  - Eligibility: 1<sup>st</sup> day of employment.
  - Nine holidays: New Year's Day, Martin Luther King Jr. Day, Memorial Day, Juneteenth Independence Day, Labor Day, Thanksgiving Day and day after Thanksgiving, Christmas Day.
  - Personal Holiday: 2
  
- **Tuition Reimbursement Program**
  - Eligibility: After successful completion of probationary period (usually 6 months).
  - Reimbursement of tuition for pursuing a job-related degree or prepare you for another job within the City.
  
- **City of Fort Worth Employee University**
  - Online and in person courses
  - Topics such as: Microsoft Office Suite, business leadership, communications, customer service, wellness and more.
  
- **Credit Union**
  - Voluntary participation.
  - All employees eligible from 1<sup>st</sup> day of employment.
  - Full line of Credit Union Services including: Checking and Savings Accounts, Vehicle Financing and Real Estate Loans.
  
- **Beneplace**
  - Discount program providing discounts on entertainment tickets (such as movie and theme park), consumer goods, travel, and gym memberships.
  - Voluntary benefits such as car and homeowner's insurance, pet insurance, legal and identity theft insurance.
  
- **Free public transit passes good on the Trinity Railway Express (TRE), TexRail and Trinity Metro buses**