



Benefit Highlights 2024

Health & Welfare

Eligibility: Eligibility – All full-time employees regularly scheduled to work 30 or more hours per week.

- **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 some maintenance medications covered at 100%.
- **Dental Program**
 - Three plans available: DPPO High, DPPO Low and DHMO.
 - Orthodontic benefit included all and implants covered on the two DPPO plans.
- **Vision Program**
 - Two plans available. Frame allowance option 12 or 24 months
 - \$10 co-pay, frame and contact allowance. Varies by plan option.
- **Additional Health Programs**
 - VIRTAs, a Type 2 diabetes reversal program
 - Hello Heart, a high blood pressure tracking program
 - Alight, a health care concierge to help with medical questions and claims
 - Airrosti, a rapid recovery program for soft tissue injuries
 - Surgery Plus, a bundled surgery program for common musculoskeletal conditions
 - Teladoc, virtual visits for on demand medical, mental health and dermatology
 - Wondr & Weight Watchers: virtual nutritional programs
- **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.
- **Flexible Spending Accounts**
 - Health reimbursement and dependent care programs available.
 - Tax free contributions via payroll deduction.
- **Employee Assistance Services**
 - Confidential telephone hotline available 24/7.
 - Up to six face-to-face counseling sessions.
- **Employee Life and Accidental Death & Dismemberment (AD&D) Insurances**
 - City provides Basic 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 eight 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
- **Short Term Disability**
 - Benefits payable after 14 or 30 days of disability

Retirement and Wealth Building

- **Pension Plan**
 - Eligibility - All regular full time and part time employees who work more than 20 hours per week.
 - 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 \$22,500 in 2023.

Quality of Life and Career Fulfillment

- **Wellness Program**
 - Proactive and preventative approach to your good health and well-being.
 - Mental, financial, 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):

Years 0- 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).
 - Accrual (annual): 80 hours
- **Paid Parental & Maternity Leave (New!)**
 - Eligibility: after 1-year employment & 1,250 hours worked
 - 6 weeks continuous paid time off for birth of a child.
 - 6 weeks paid time off during first 6 months after birth or adoption.
- **Holidays:**
 - Eligibility: 1st 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, and more.
- **Credit Union**
 - All employees eligible from 1st day of employment. Voluntary Participation
 - 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**