Employee Benefits

The following benefits are among those available to eligible full-time employees:

- **Insurance - The City provides medical , dental, life and Long Term Disability Benefits which are paid 100% by the City for employee only.**

- **Retirement – The City matches an employee's required contribution of 7 % to the Texas Municipal Retirement System (TMRS) with a contribution of 14%. The retirement program contributions begin upon date of hire. Employees are vested in the retirement system after five years of employment and are eligible for retirement after 20 years.**

  *** City employees also participate in Social Security**

- **Sick Leave – Sick leave is accrued at 56 hours of paid sick leave each year.**

- **Vacation Leave – Employees accrue two weeks (80 hours) of paid vacation each year for the first four years.**

- **Longevity pay – Employees become eligible for longevity pay after one year of continuous service at the rate of $ 4.00 per month not to exceed twenty-five (25) years.**

- **Holidays – Each eligible employee is paid for 9 holidays and 1 personal day per year.**

- **Deferred Compensation – A deferred Compensation (457) plan is administered through ICMA retirement Corporation. The City offers payroll deduction and the employee chooses the amount of investment and investment choices.**

- **Employee Assistance Program – The City provides an employee assistance program through a third-party provider. Each employee has access to employee assistance for various confidential counseling services.**

- **Flexible Benefit Plan – Dependent health insurance can be deducted from an employee's pre-tax income. Employees may also participate in a flexible spending account by setting aside pre-tax income to pay unreimbursed health expense and dependent child care.**

Disclaimer

This is provided as general information and does not replace any benefits or procedures as outlined in the City of Midlothian Handbook or in any other applicable administrative polices or procedures. These employee benefits may be subject to change without notice by the employer.

Additional Information:

Contact the Human Resources Department for additional information at 972-775-7198