



Human Resources Department  
Benefits Division

“People Helping People Succeed”

# Summary of Employee Benefits

Welcome to the City of Corpus Christi. We are proud of the various benefit offerings available to regular, full-time employees. This summary is intended to provide general information on the benefit plans available to employees. Specific information concerning each benefit option available is contained in the plan documents that govern the terms and conditions of coverage. Some benefits will vary between Executive level, Civilian, Fire and Police personnel. Please contact Human Resources-Benefits Division at 361-826-3300 with any questions you may have concerning your employee benefit options.

#### VACATION LEAVE ACCRUAL:

| <u>Years of Service</u>             | <u>Hours Per Year</u> |
|-------------------------------------|-----------------------|
| Less than 6 years of service        | 88 Hours              |
| Beginning the 6 <sup>th</sup> year  | 104 Hours             |
| Beginning the 11 <sup>th</sup> year | 120 Hours             |
| Beginning the 16 <sup>th</sup> year | 144 Hours             |
| Beginning the 21 <sup>st</sup> Year | 168 Hours             |
| Beginning the 26 <sup>th</sup> year | 200 Hours             |
| Beginning the 31 <sup>st</sup> year | 240 Hours             |

- Annual carryover limited to 30 days
- Up to maximum of 30 days paid at termination, retirement, or death
- 12 months of service with City required before vacation is paid at termination
- Probationary Period must be completed before vacation accrual is used

#### SICK LEAVE:

- 12 days per calendar year (based on 8-hour shift)
- 960 hours carried over year to year
- Payment of 50% of accrued hours not greater than 360 hours at disability/service retirement or upon death

#### PERSONAL LEAVE:

- 40 personal leave hours granted to employees in payroll on August 1 of each year
- Days scheduled and used like vacation leave

#### HOLIDAY LEAVE:

- 7 days per year (based on 8-hour shift)
  - ✓ New Year's Day
  - ✓ Memorial Day
  - ✓ Independence Day
  - ✓ Labor Day
  - ✓ Thanksgiving Day
  - ✓ Day after Thanksgiving
  - ✓ Christmas Day

#### OTHER LEAVES:

- Military Leave up to 15 calendar days per year
- Jury Duty Leave

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## **RETIREMENT:**

- Texas Municipal Retirement System
- Automatic enrollment
- 6% contributed by employee (2:1 match)
- City contribution actuarially determined
- 5-year vesting
- Eligibility for retirement:
  - ✓ Age 60 with 5 years of service
  - ✓ 20 years of service at any age

## **DEFERRED COMPENSATION PLANS:**

- 457 plan administered by ICMA-RC
- No City contribution
- Immediate enrollment

## **HEALTH INSURANCE:**

- Coverage effective as of date of hire
- Enrollment must be completed within 30 days following hire date
- City pays portion of bi-weekly premium
- Choice of 2 plans: Citicare or Citicare Premium (Civilian employees only)

## **DENTAL INSURANCE:**

- Coverage effective as of date of hire
- Enrollment must be completed within 30 days following hire date
- Choice of 2 plans: Basic or Expanded Plan

## **TERM LIFE INSURANCE COVERAGE:**

- \$10,000 group term insurance with AD&D paid for at City's expense
- Supplemental and optional term life at group rates available at employee's expense
- Spouse and/or child life insurance at group rates available at employee's expense

## **DISABILITY INSURANCE:**

- Mandatory participation in disability income protection plan
- Shared cost between City and employee
- Choice of Long Term coverage only or combination short-term and long-term
- Choice of 4 plans

## **EMPLOYEE ASSISTANCE PROGRAM:**

- Three confidential visits for counseling services paid for by City
- Covers employee, spouse and dependent children
- Choice of two convenient locations

## **OTHER OPTIONAL BENEFITS AT EMPLOYEE'S COST:**

- Corpus Christi Discount Dental Plan
- EyeMed Vision Plan – discount vision plan
- Aflac - Cancer Coverage for employee and family
- Aflac - Heart/Stroke Coverage
- Long-Term Care Insurance

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# 2011-2012 Benefits Rate Sheet

If you're interested in adding Long Term Care, Cancer and Specified Health Event insurance, please call 1-361-826-3300 and ask for the enrollment brochure. For more details about all your benefits, visit [www.Citynet.cc](http://www.Citynet.cc) and click "Human Resources" and then click "Employee Benefits."

To enroll, go to [www.Citynet.cc](http://www.Citynet.cc) and click "Employee Self Service."

## MEDICAL (bi-weekly employee deduction)

| Coverage               | Employee Only | Employee & Spouse | Employee & child(ren) | Employee & Family |
|------------------------|---------------|-------------------|-----------------------|-------------------|
| Citicare               | \$29.24       | \$130.72          | \$111.05              | \$190.21          |
| Citicare Premium       | \$85.47       | \$247.04          | \$215.59              | \$342.17          |
| Citicare Fire          | \$92.11       | \$241.29          | \$210.76              | \$333.36          |
| Citicare Public Safety | \$0.00        | \$121.38          | \$96.61               | \$196.37          |

## DENTAL (Civilian Only – bi-weekly employee deduction)

| Coverage        | Employee Only | Employee & Spouse | Employee & child(ren) | Employee & Family |
|-----------------|---------------|-------------------|-----------------------|-------------------|
| Dental Basic    | \$12.46       | \$25.92           | \$19.94               | \$34.89           |
| Dental Expanded | \$19.75       | \$39.48           | \$30.71               | \$53.74           |

## DISCOUNT DENTAL PLAN (Civilian Only - bi-weekly employee deduction)

|                      |        |
|----------------------|--------|
| Employee Only        | \$1.25 |
| Employee Plus One    | \$1.96 |
| Employee Plus Family | \$3.55 |

## AMERITAS VISION (Civilian Only - bi-weekly employee deduction)

|                                 |        |
|---------------------------------|--------|
| Employee Only (EE)              | \$3.58 |
| Employee + 1 dependent          | \$5.38 |
| Employee + 2 or more dependents | \$7.15 |

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