

Medical Benefits

We have partnered with UHC to provide three medical plan options: the Core EPO Plan, HRA Plan and HDHP.

Dental Benefits

We have partnered with Cigna to provide two dental plan options: the DHMO and DPPO.

Vision Benefits

The Cigna vision plan covers routine exams, lenses, frames and contacts.

Wellness Program

Earn a discount on your medical premiums by completing a biometric screening and participating in various well-being activities through our wellness program.

Vacation

10 days during the first year, 15 days after the first year and 20 days after 10 years of employment.

Sick Leave

10 paid sick days per year with unlimited carryover.

Holidays

11 paid holidays per year: New Year's Day, MLK Jr. Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving and the day after, Christmas Eve, Christmas Day and one personal floating holiday.

Retirement Benefits

We offer two retirement plan options for City employees: the Texas Municipal Retirement System (TMRS), with a 7% employer contribution and 2:1 employer match, and the MissionSquare Deferred Compensation Plan.

Flexible Spending Accounts (FSAs)

Use pre-tax FSA funds to pay for qualified health care and/or dependent care expenses not covered by insurance.

Family Medical Leave

Up to 12 weeks of unpaid, job-protected leave for family, military and medical reasons.

Funeral Leave

Three days for an immediate family member or four hours to attend the funeral of a coworker or friend.

Longevity and Service Pay

Employees receive annual longevity pay equal to \$4 per month of service beginning the 13th month of employment. Employees with 20+ years of service also receive service pay equal to \$10 per year of service.

For wellness-related questions, contact Amanda Mullaney, Wellness Coordinator, at 972-463-3962 or amullaney@rowlett.com.



Benefits at a Glance

For Full-Time Employees

Life Insurance

Basic term life and AD&D insurance are provided at no cost. Voluntary life insurance is also available for purchase.

Disability

The City provides long-term disability (LTD) insurance at no cost, with the option to purchase short-term disability (STD) coverage.

Health Care Concierge

Health Advocate can help you and your family navigate the health care system by answering questions about coverage, billing and finding care.

Employee Assistance Program (EAP)

We have partnered with Alliance Work Partners to provide you and your immediate household members with confidential counseling services, online tools, resources and more at no cost.

Supplemental Benefits

We offer optional supplemental benefit plans through Mutual of Omaha to help with medical expenses in catastrophic situations.

Prepaid Legal: LegalShield

Our voluntary IDShield plan includes services such as contract and document review, will preparation, tax matter resolution, identity theft protection and more.

Questions?

If you have any questions on the benefits described here, reach out to any of the following Human Resources representatives:

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972-412-6197

Rick DeOrdio
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