



Employee Benefits Summary



Medical Benefits

- BlueCross BlueShield Network
- 100% paid employee only coverage
- Benefits begin 1st of the month following date of hire



Dental & Vision Benefits

- BlueCare Dental PPO with child orthodontia
- EyeMed Vision benefits covering routine exams, lenses, frames and contacts



FSA & HRA Options

- Employer-funded HRA, \$1,500 annually
- Optional flexible spending account for qualified medical expenses



Life Insurance & Long Term Disability

- 2x annual salary up to \$100,000
- Voluntary dependent coverage
- 80% paid long-term disability



Tuition Reimbursement

- Up to two classes per semester
- Up to 90% expense reimbursement



Flexible Schedules

- Available for most positions
- Compressed workweek or remote work options



Retirement Benefits

- Texas Municipal Retirement System (TMRS) participation
- 7% employee contribution, 2:1 match
- Supplemental 457 and Roth retirement options through MissionSquare



Wellness Benefits

- \$150 incentive program for employees and spouses
- Wellness coaching available
- Group challenges for health and nutrition



Employee Assistance Program

- Variety of resources, including counseling, training, legal and financial advice, and more.



Vacation Time

- 80 to 160 vacation hours annually based on tenure
- Buy-back options available annually



Sick Leave

- Twelve days per year with unlimited carryover



Paid Holidays

- Eleven paid holidays per year
- One personal floating holiday

