



City of Lucas Benefits Summary

As of January 1, 2016

The City of Lucas offers a comprehensive benefits package for its full-time employees. The City of Lucas contributes 100% of the cost of employee coverage. These coverages are effective the first of the month following the start of your employment with the City of Lucas. Below are many highlighted benefits.

Insurances

- **Medical**- Texas Multistate Intergovernmental Employee Benefit Pool TMSIEBP
- **Dental** - Texas Multistate Intergovernmental Employee Benefit Pool TMSIEBP
- **Vision** - Superior Vision
- **Life Insurance** - MetLife \$50,000 Life Policy with AD&D
- **Long Term Disability** - MetLife elimination period 60 days. Benefit 60% of pre-disability earnings, monthly maximum is \$6,000 with benefit duration to age 65 (if required)
- **Teladoc** –provider of board certified doctor’s care via telephone (1-800-962-2667)

Supplemental Insurances

The City of Lucas provides an allowance of \$25.00 per month (\$300.00 per year). This supplement can be used to purchase any additional insurance selections.

- **AFLAC, MetLife and Legal Shield** offer ancillary insurances available for employee purchase. Options include additional Life, Short Term Disability, Accident and Illness, Intensive Care, Cancer and Legal Protection. Employee pays 100% of additional cost after the supplemental allowance.

Retirement

- **TMRS -Texas Municipal Retirement System**
 - All permanent employees working 1,000 hours or more each year. **7%** - Employee contribution, City matches 2 to 1
 - TMRS Cost of Living Allowance (COLA) is included
- **VALIC - AIG Retirement Deferred Compensation Program** - Employee contributions only
 - **Mandatory** for temporary or seasonal employees, or employees working less than 20 hours a week, in lieu of Social Security payments
 - **Optional 457(b) Pre-Tax Savings Plan** for full-time employees

Holidays, Vacations, and Sick

- **11 Holidays**
- **Vacation – Accrual earned biweekly - based on hours worked**
Estimated accrual equal to:
 - 10 Days of Vacation – 0-4 years of service
 - 16 Days of Vacation – 5-9 years of service
 - 20 Days of Vacation – 10+ years of service
- **Sick Time** - 48 Hours of sick time each calendar year (prorated upon start of employment)

Longevity Pay

- \$4.00 per month upon completion of a full year of service