



## City of Lucas Benefits Summary

As of October 1, 2020

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 Municipal League Health Benefits Pool
- **Dental** - Texas Municipal League Health Benefits Pool
- **Vision** - Superior Vision
- **Life Insurance** - MetLife \$50,000 Life Policy with AD&D
- **Long Term Disability** – The Standard (through TML Health Benefits Pool) elimination period 60 days. Benefit 66 2/3% 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, Vacation and Sick Leave

- **11 Holidays**
- **Vacation:**
  - 10 days/80 hours annually – 0-4 years of service (nonexempt firefighters 120 hours)
  - 16 days/128 hours annually – 5-9 years of service (nonexempt firefighters 192 hours)
  - 20 days/160 hours annually – 10+ years of service (nonexempt firefighters 240 hours)
- **Sick Leave:**
  - 96 hours each calendar year (max accrual 480 hours)
  - 144 hours each calendar year for nonexempt firefighters (max accrual 720 hours)

### Longevity Pay

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