

City of Garland

Benefits Summary

Vacation Leave:



All regular full-time City employees are eligible for paid vacation, which is accrued, upon completion of the post-hire evaluation period and any extension of that period. For the first 5 years, full-time employees accrue 80 hours per year.



Short Term Disability:

After one year of employment, regular full-time general employees may be eligible for short term disability benefits due to non-occupational illness or injury.

Funeral Leave:



Regular full-time employees who have completed their post-hire evaluation period are eligible for up to 24 hours of funeral leave.



Long Term Disability:

The City offers a Self-Insured LTD plan for regular full-time employees.

Sick Leave:



Upon completion of the post-hire evaluation period and any extension of that, regular full-time employees have 40 hours of paid sick leave available for personal illness or injury.

The following year, regular full time employees receive 80 hours of paid sick leave.



Wellness Program:

Offers employees the opportunity to maximize their benefits while making healthy choices.

Program participants receive discounted health premiums and access to a variety of wellness resources, including wellness workshops, Financial Friday's, employee events, and more.

Holidays:

The City provides 80 hours of paid holidays per calendar year. 9 are designated as official city holidays and one is personal.



* 9/11 Holiday (Fire Civil Service employees only)

In compliance with the Texas Local Government Code section 142.0013, covered fire fighters shall receive a holiday designated as September 11th in lieu of a personal holiday.



Employee Clinic:

Provides high quality, cost free, family healthcare services to employees and their eligible dependents enrolled in medical benefits.

Family Medical Leave Act (FMLA):



FMLA is a federal law that provides for up to 12 weeks of unpaid, job-protected leave in a 12 month period for eligible specific family, military and medical reasons. FMLA may run concurrent with any and all other City leave programs.



Medical Benefits:

Regular full time employees, and their eligible dependents, are offered two PPO Plan options administered by Blue Cross Blue Shield of Texas (BCBS) utilizing the Blue Choice Network.



Dental Benefits:

Regular full-time employees are offered two PPO dental plans administered through Delta Dental utilizing the PPO and Premier networks.



City Life Insurance Policy:

Regular full-time employees are provided \$50,000 basic term life and \$50,000 accidental death and dismemberment insurance at no cost.



Vision Benefits:

Regular full-time employees are offered a vision program administered through Davis Vision.



Optional Life Insurance:

Option to purchase additional life insurance coverage is available for regular full-time employees through The Standard Life (Voluntary Term Life) and through UNUM (Whole Life).



Flexible Spending Programs:

Regular full-time employees may elect to participate in Medical Flex or DayCare Flex benefits as permitted by Section 125 of the Internal Revenue Code.



Social Security:

Participation in FICA Social Security and Medicare required by federal law and payroll deducted at the rate of 6.2% for FICA Social Security and 1.45% FICA Medicare. Civil Service employees only participate and pay 1.45% of salary for FICA Medicare.



Retirement (TMRS):

Pension offered through the Texas Municipal Retirement System (TMRS). Participation in TMRS is mandatory and automatic for all regular full-time employees at the City of Garland regardless of age.



Tuition Reimbursement:

After completing one full year of service with the City, regular full-time employees are eligible to participate in the Tuition Reimbursement Program.

Reimbursement may be up to \$800 per semester and is limited to tuition and mandatory fees only. The maximum reimbursement amount is \$1600 per fiscal year.



457(b) Deferred Compensation:

This supplemental retirement program which allows employees to make tax-deferred or after tax contributions for retirement purposes offered through Lincoln Financial Group.



Employee Training and Development:

The City is dedicated to attracting and hiring diverse and qualified applicants to provide quality services to the citizens of Garland.

This division also provides consultative support to hiring managers to identify and utilize effective recruitment strategies to sourcing the best candidates.

This Summary of Benefits is intended to provide a brief overview of benefits available to employees by the City of Garland. It is not a guarantee that said benefits will continue to be provided, and benefits may be modified, added, or deleted at any time.

This summary is not intended to provide a full description of those benefits, or to be construed as a complete representation of any applicable contracts or plan documents. Employee contribution amounts are subject to change at any time. Complete details of all benefit programs are available through the City of Garland Human Resources. Department.