

City of Palmview

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

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.

Holidays:



The City provides 96 hours of paid holidays per calendar year. 12 days are designated as official city holidays.

Medical Benefits:



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

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.

Funeral Leave (Bereavement):



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

Dental Benefits:



Regular full-time employees are offered dental plans administered through Blue Cross Blue Shield.

City Life Insurance Policy:



Regular full-time employees are provided \$30,000 basic term life and \$30,000 accidental death and dismemberment insurance at no cost.

Vision Benefits:



Regular full-time employees are offered a vision program administered through Blue Cross Blue Shield.

Optional Supplemental Insurance:



Option to purchase additional insurance coverage is available for regular full-time employees through different insurance carriers, (Aflac, New York Life, etc.)

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 Palmview regardless of age.

Employees contribute 5% of gross pay and become vested after 5 years of service. The city matches employee contributions each month at a ratio of 1:1.

457 (b) Plan:



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

Flexible Spending Program:



Regular full-time employees may elect to participate in our Community Loan Program.

CLC offers a risk-free, low interest loan of up to \$1000 with a payback period of 12 months.

Employee Training & Development:



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

This Summary of Benefits is intended to provide a brief overview of benefits available to employees by the City of Palmview. 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 Palmview Human Resources Department.