



New Employee Benefits Summary 2020

Benefit eligibility is determined by the Affordable HealthCare Act rules. Generally, employees who are scheduled to work 30 hours or more per week are eligible for benefits on the first day of the month following 30 days of service. City of Frisco promotes a healthy workforce and as part of the new hire screening you are tested for tobacco use, which will impact your medical premium if you are a tobacco user. New hires can complete a tobacco-free me program within 60 days to remove the additional medical premium cost.

The below is a summary of the benefits offered by the City of Frisco.

Note: Plan documents or City directives govern in the event of omission or discrepancy.

MEDICAL		CIGNA EPO Open Access (In-Network Benefits ONLY)	
	Plan Type	EPO Low Deductible	EPO High Deductible
Deductible	Individual	\$1,000	\$2,000
	Family	\$2,000	\$4,000
Out-of-Pocket maximum	Individual	\$3,000	\$4,000
	Family	\$6,000	\$8,000
Bi-Weekly Rates (24 per year)	Employee only	\$17.50	\$7.50
	Employee & Spouse	\$182.00	\$76.50
	Employee & Children	\$177.50	\$74.00
	Employee & Family	\$300.00	\$175.00
If you test positive for Cotinine (tobacco) during your pre-employment drug screening, the rates above increase by \$25.00 per paycheck.			
ADDITIONAL BENEFITS			
Health Reimbursement Account (HRA)	New employees who participate in one of the City's medical plans can earn \$500 or \$300 in HRA dollars by completing a biometric, amount is dependent on your benefits effective date. See Wellness Program details for more information on the City's Wellness program.		
Telehealth	See a Doctor for a \$10 copay by using your video enabled mobile device or computer. <i>Must be enrolled in one of the medical plans for the reduced copay.</i>		

Compass Concierge Service	Compass Professional Health Services is a Health concierge service that is provided free of charge by the City of Frisco to medical plan participants. Compass provides price transparency, quality checks on facilities, and patient advocacy		
DENTAL	CIGNA		
	Plan Type	DHMO (Network only)	Preferred Provider
Bi-Weekly Rates (24 per year)	Employee only	\$2.19	\$5.50
	Employee & Spouse	\$3.29	\$11.50
	Employee & Children	\$4.34	\$14.00
	Employee & Family	\$5.55	\$19.50
VISION	Superior Vision		
	Employee only		\$3.47
	Employee & Spouse		\$5.92
Bi-Weekly Rates (24 per year)	Employee & Children		\$6.25
	Employee & Family		\$9.38
FLEXIBLE SPENDING ACCOUNTS (FSA)	Dependent Care		Medical Care
Two accounts available	The FSA account allows you to contribute through payroll deduction on a tax-free basis for use on expenses throughout the calendar year.		
Maximum per pay period contribution	\$208.33		\$112.50
VOLUNTARY LIFE INSURANCE			
	Employees may elect up to \$250,000 for self	Spouse coverage up to \$250,000 and two choices for child dependents.	
CITY PROVIDED BENEFITS			
Basic Life Insurance & Accidental Death and Dismemberment	\$50,000 Basic Coverage - Non-Uniformed employees		
	\$150,000 Basic Coverage - Uniformed Fire and Police		
Income Replacement	Short Term Disability (STD)	Long Term Disability (LTD)	
	The City provides a basic plan at no cost to you. The benefit is 40% of weekly earnings up to a \$1,500 weekly benefit.	The City provides LTD coverage at no cost to you. The benefit is 60% of your earnings up to a monthly maximum of \$5,500	
Employee Assistance Program (EAP)	With the EAP program you have access to resources to help with items related to relationships, family, legal assistance and many others and includes six face-to-face counseling sessions free of charge for you and your dependents.		
RETIREMENT			
Texas Municipal Retirement System (TMRS)	Eligible employees begin mandatory contribution to the TMRS system on the date of hire at a pre-tax rate of 7%. For Full details about the TMRS retirement program visit www.TMRS.org		
Vesting	You are considered vested with 5 years of service credit.		
Eligible to Retire	You are eligible to retire when you are vested and are at least age 60 or if you have 20 years of service credit at any age.		
Life Insurance	TMRS provides one time your annual salary in life insurance benefit		
Supplemental death benefit	\$7,500 supplemental death benefit		

ADDITIONAL WAYS TO SAVE –ICMA-RC		
457 PLAN	In addition to the TMRS benefit, employees have the option to contribute to a 457 plan on a pre-tax basis.	
ROTH IRA	A Roth IRA is another option to save for the future.	
VACATION	Service	Vacation Time
Begins accruing day one. Eligible for use after 6 months of employment (Designated as full-time employee)	Less than 10 years 10 years to 14 15 years or more	15 days per year 18 days per year 20 days per year
Designated as part-time working at least 30 hours per week	Less than 10 years 10 years to 14 15 years or more	90 hours per year 108 hours per year 120 hours per year
Fire protection personnel	The accrual is different for those designated to work 24-hour shifts. Refer to the policy for more details.	
SICK LEAVE		
Full-time employees	4 hours per pay period	96 hours per year
Part-time employees	3 hours per pay period	72 hours per year
Fire shift personnel		
24- hour 28-day cycle	6 hours per pay period	144 hours per year
8-hour 7-day cycle	4 hours per pay period	96 hours per year
HOLIDAYS		
Eligible Full-time employees and Part-time employees working 30 hours or more.	New Years Day Memorial Day Independence Day Labor Day	Thanksgiving Thursday Thanksgiving Friday Christmas Eve Christmas Day
Firefighters	Include September 11 th and omit Thanksgiving Friday	
OTHER GREAT BENEFITS		
Certification & Education pay <i>Police Officers and Firefighters ONLY</i>	Certification pay for Intermediate, Advanced, and Masters Certifications at \$50, \$80, and \$120 per month. Education pay for Associates, Bachelors, and Masters Degrees at \$50, \$100 and \$150 per month	
Longevity pay Full-time employee	Longevity pay after 13 months of service, \$4.00 per month will be paid for each FULL month employed through November 30th for a maximum of 25 years of service.	
	Part-time employees will be pro-rated based on their regularly scheduled hours.	
Bilingual Certification Pay	Additional pay for employee's in positions where the skill is beneficial. See your department manager or HR for more information or the bilingual policy located at www.friscotexas.gov	
Tuition Reimbursement	All full-time employees are eligible for tuition reimbursement after successful completion of their probationary period. The City will reimburse at 100% of state rate for tuition & fees up to a maximum of \$3000 per fiscal year. Employees must make a grade C or better for an Associates or Bachelor's degree and a grade B or better for a Master's degree to receive reimbursement.	