



HUMAN RESOURCES DEPARTMENT

CITY OF FRISCO

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**IMPORTANT NOTICE: Reported Work-Related Injury**

You are receiving this notification because you have reported a work-related injury or occupational illness which has been filed with the City's workers compensation administrator, Texas Municipal League Intergovernmental Risk Pool (TML-IRP). As a result of your work-related injury, you may be eligible to receive Temporary Income Benefits (TIBs) direct from TML-IRP.

Employees who receive TIBs checks from TML-IRP receive because they have a work-related injury and are losing time away from work (Employees should deposit their TIBS checks). TIBs payments begin on the 8<sup>th</sup>-calendar day of lost time. TIBs is a 70% benefit based on reported wages for the 13 weeks prior to the date of injury or illness, and subject to a weekly maximum of \$1,007. In addition to TIBs, the City provides employees with a Supplemental Wage Benefit (SWB). The amount you receive from the City's (SWB) is based on your base earnings. The TIBs checks you receive are deducted from the paycheck you receive from the City. The combination of TIBs (70%) and SWB will approximately equal your pre-injury or illness weekly gross base earnings. Please note, the City will withhold your regular deductions from your SWB check. If the paycheck you receive from the City is not large enough to deduct the entire TIBs check; the City will roll forward TIBs balance, if any, to be taken from future earnings, if applicable.

**Please keep in mind there is no tax withholding and you do not pay tax on TIBs.**

**IMPORTANT – CHANGES IN YOUR WORK STATU: You must notify** the City HR and TML asap. A failure to report changes in your work status can result in an overpayment and you will owe TML or the City for all overpayments and you may no longer be eligible for SWB benefits.

Please review the included FAQ's and Exhibit I of the Supplemental Wage Benefit (SWB) program for more information. If at any time you have questions or concerns, please do not hesitate to contact Human Resources.

Thanks again,

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