



New Employee Benefits Summary 2022

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	Provider: Cigna EPO Open Access <small>(in network benefits only)</small>	Plan Type	EPO Low Deductible	EPO High Deductible
	Deductible	Individual Family	\$1,000 \$2,000	\$2,000 \$4,000
	Out-of-Pocket Maximum	Individual Family	\$3,000 \$6,000	\$4,000 \$8,000
	Bi-Weekly Rates <small>(24 per year)</small>	Employee only	\$17.50	\$7.50
		Employee & Spouse Employee & Children Employee & Family	\$182.00 \$177.50 \$300.00	\$76.50 \$74.00 \$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)	Newly hired employees who participate in one of the City's medical plans can earn Health Reimbursement Account (HRA) dollars by participating in the City's Healthy Here Wellness program.		
	Telehealth	See a Doctor for Free by using your video enabled mobile device or computer. Must be enrolled in one of the medical plans.		
	Alight Concierge Service	A service provided free of charge for medical plan participants. Alight helps you find quality providers, helps with billing issues and prior authorization, and most questions you may have regarding the City of Frisco Benefit plans.		

DENTAL		Plan Type	DHMO (Network only)	Preferred Provider	
	Provider: Cigna 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	Provider: Superior Vision Bi-Weekly Rates (24 per year)	Employee only		\$3.47	
		Employee & Spouse		\$5.92	
		Employee & Children		\$6.25	
		Employee & Family		\$9.38	
FLEXIBLE SPENDING		Dependent Care FSA	Medical Care FSA		
		The FSA account allows you to contribute through payroll deduction on a tax-free basis for use on expenses throughout the calendar year for dependent care and/or medical care.			
	Maximum per pay period contribution	\$208.33	\$114.50		
VOLUNTARY LIFE	Options for you and your family	Employees may elect up to \$250,000 for self	Spouse coverage up to \$50,000 and two choices for child dependents.		
CITY PROVIDED BENEFITS	Basic Life Insurance, Accidental Death / 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 60% 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	Provider: 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			

MORE SAVINGS	Provider: MissonSquare 457 Plan	In addition to the TMRS retirement benefit, employees have the option to contribute to a 457 plan on a pre-tax or after-tax basis. This program also includes a loan feature.	
	VACATION		SERVICE
Full-time		Less than 10 years 10 years to 14 15 years or more	15 days per year 18 days per year 20 days per year
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	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 BENEFITS	Certification & Education pay for Police Officers and Firefighters ONLY	Certification pay for Intermediate, Advanced, and Master's Certifications at \$50, \$80, and \$120 per month. Education pay for Associate's, Bachelor's, and Master's Degrees at \$50, \$100 and \$150 per month	
	Longevity Pay	Full-time employees: after 13 months of service, \$4 per month will be paid for each full month employed through November 30 for a maximum of 25 years of service	
		Part-time employees: pro-rated based on their regularly scheduled hours	
	Bilingual Certification Pay	Additional pay for employees 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 \$3,000 per fiscal year. Employees must make a grade C or better for an Associate's or Bachelor's degree and a grade B or better for a Master's degree to receive reimbursement.		