



## New Employee Benefits Summary 2023

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 (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 & Child(ren)	\$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 <b>increase by \$45.00 per paycheck.</b>				
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.		
	Frisco Employee Wellness Center operated by Premise Health	The City's Employee Wellness Center is not open to the public like other community clinics. This center is dedicated to full-time employees and their eligible medical-plan-enrolled dependents at least 2 years of age. New hires can enroll eligible dependents to access this benefit during their new hire benefits-enrollment period – even if dependents have medical coverage elsewhere. The center provides primary care, physicals, preventative exams, and more.		
	Telehealth (Virtual Health) through Cigna	See a Doctor for Free by using your video enabled mobile device or computer. Must be enrolled in one of the medical plans.		
	Alight Solutions 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.		

<b>DENTAL</b>	<b>Provider: Cigna</b>	<b>Plan Type</b>	<b>DHMO (Network Only)</b>	<b>PPO (Preferred Provider)</b>
	<b>Bi-Weekly Rates</b> (24 per year)	Employee Only	\$2.19	\$5.50
		Employee & Spouse	\$3.29	\$11.50
		Employee & Child(ren)	\$4.34	\$14.00
Employee & Family		\$5.55	\$19.50	
<b>VISION</b>	<b>Provider: Superior Vision by MetLife</b>			
	<b>Bi – Weekly Rates</b> (24 per year)	Employee Only		\$3.47
		Employee & Spouse		\$5.92
		Employee & Child(ren)		\$6.25
Employee & Family			\$9.38	
<b>FLEXIBLE SPENDING</b>	<b>Provider: Cigna</b>	<b>Dependent Care FSA</b>	<b>Medical Care FSA</b>	
	The FSA account allows you to contribute through payroll deductions on a tax-free basis for use on eligible expenses throughout the calendar year for dependent care and/or medical care			
	<b>Maximum Per Pay Period Contribution</b>	\$208.33	\$118.75	
<b>VOLUNTARY LIFE INSURANCE</b>	<b>Provider: The Standard Insurance</b>	Employees may elect up to \$250,000 for self.	Spouse Voluntary Life coverage up to \$50,000.  (Must enroll in self coverage before eligible for spouse life coverage.)	\$5,000 or \$10,000 in Child Voluntary Life coverage for dependent children under the age of 26.  (Must enroll in self coverage before eligible for Child Life coverage.)
	Options for you and your family			
<b>CITY PROVIDED BENEFITS</b>	<b>Provider: The Standard Insurance</b>			
	<b>Basic Life Insurance and Accidental Death/Dismemberment (AD&amp;D)</b>	\$50,000 Basic Coverage – Non-Uniformed employees		
		\$150,000 Basic Coverage – Uniformed Fire and Police		
	<b>Income Replacement</b>	<b>Short Term Disability (STD)</b>	<b>Long Term Disability (LTD)</b>	
		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. 30 days after disability.		The City provides LTD coverage at no cost to you. The benefit is 60% of your weekly earnings up to a monthly maximum of \$5,500. 120 days after disability.
	<b>Provider: Cigna</b>			
<b>Employee Assistance Program (EAP)</b>	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.			
<b>RETIREMENT</b>	<b>Provider: Texas Municipal Retirement System (TMRS)</b>	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 <a href="http://www.TMRS.org">www.TMRS.org</a>		
	<b>Vesting</b>	You are considered vested with 5 years of service credit.		
	<b>Eligible to Retire</b>	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.		
	<b>Life Insurance</b>	TMRS provides one time your annual salary in life insurance benefit		
	<b>Supplemental Death Benefit</b>	\$7,500 supplemental death benefit		

<b>MORE SAVINGS</b>	<b>Provider: Mission Square</b> 457 Deferred Compensation 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.	
	<b>Employee Status</b>	<b>Service Time</b>	<b>Vacation Time</b> Begins accruing day one. Eligible for use after 6 months of employment
<b>VACATION</b>	<b>Full-Time</b>	Less than 10 years	15 days per year
		10 years to 14	18 days per year
		15 years or more	20 days per year
	<b>Part-Time</b>	Less than 10 years	90 hours per year
10 years to 14		108 hours per year	
15 years or more		120 hours per year	
<b>Fire Protection Personnel</b>	The accrual is different for those designated to work 24-hour shifts. Refer to the City's Vacation Policy for more details.		
<b>SICK LEAVE</b>	<b>Employee Status</b>	<b>Accrual Rate Per Pay Period</b>	<b>Hours Per Year</b>
	<b>Full-Time</b>	4 hours	96 hours
	<b>Part-Time</b>	3 hours	72 hours
	<b>Fire Shift Personnel</b>		
	<b>24-hour 28-day cycle</b>	6 hours	144 hours
	<b>8-hour 7-day cycle</b>	4 hours	96 hours
<b>HOLIDAYS</b>	<b>Full-Time Employee or Employees Working 30 hours or more</b>	New Year's Day Dr. Martin Luther King Day Memorial Day Spring Holiday* Independence Day <i>*Observed on the date Good Friday is celebrated</i>	Labor Day Thanksgiving Thursday Thanksgiving Friday Christmas Eve Christmas Day
	<b>Firefighters</b>	Include September 11 <sup>th</sup> and omit Thanksgiving Friday	
<b>OTHER BENEFITS</b>	<b>Certification &amp; Education Pay for Police Officers and Firefighters ONLY</b>	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.	
	<b>Longevity Pay</b>	Full-time employees: after 13 months of service, \$8 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.	
	<b>Bilingual Certification Pay</b>	Additional pay for employees in positions where the skill is beneficial. See your department manager or HR for more information or the Bilingual Pay Policy located at <a href="http://www.friscotexas.gov">www.friscotexas.gov</a> .	
<b>Tuition Assistance</b>	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 for Associate's and Bachelor's degrees and \$4,000 for Master's degree. Book allowance is up to \$500 annually. 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.		