



CITY OF DUNCANVILLE

EMPLOYEE BENEFIT INFORMATION

LONGEVITY PAY - Full-time employees receive four dollars per month for each consecutive year of service to the City, after one year, not to exceed twenty-five years.

HOLIDAYS - The City observes New Year's Day, Martin Luther King Jr. Day, Memorial Day, Independence Day, Labor Day, Thanksgiving (2 days), and Christmas (2 days) as paid holidays for full-time employees. Full-time employees also receive a paid holiday each year for their birthday.

VACATION - Full-time employees accrue vacation as follows:

Hire	6.66 hours per month	15 hours per month Fire Dept. 24-hr shift
4 years	10.0 hours per month	
9 years	13.32 hours per month	20 hours per month Fire Dept. 24-hr shift

BONUS VACATION - Full-time employees receive four extra days of vacation if they do not use sick leave during their anniversary year. They receive two extra days of vacation if they use eight or less hours of sick leave during the anniversary year.

SICK LEAVE - Full-time employees earn twelve days of paid sick leave per year at the rate of one day per month. 15 hours per month for Fire Department 24-hr shift.

EMERGENCY LEAVE - Full-time employees are eligible to use three working days per year for serious illness in the immediate family and an additional three working days per year for a death in the immediate family.

LIFE INSURANCE - The City provides a life insurance policy for all full-time employees equal to one times their annual salary rounded to the next \$1000.

MEDICAL INSURANCE - The City provides medical insurance coverage for all full-time employees. Dependent coverage is available at cost through payroll deductions. Coverage becomes effective on the first day of the calendar month following thirty consecutive days of employment.

RETIREMENT - The City is a member of Social Security and the Texas Municipal Retirement System. The City matches social security 1:1 and TMRS 2:1. The employee contribution rate for TMRS is 7%.

OPTIONAL BENEFITS - Optional Benefits include, AFLAC, Direct Deposit, AD&D Insurance (Accidental Death & Dismemberment), Additional Employee Life Insurance, Dependent Life Insurance, Dental Insurance, Vision Insurance, Flexible Spending Account (Daycare and Health), ICMA-457 plan (Deferred Compensation) and Roth IRA.