



LIST OF EMPLOYEE BENEFITS

VACATION PAY

All personnel shall acquire vacation credits according to the following schedule and are entitled to take vacation with pay after reaching regular status and a minimum of six (6) months of employment with the City of Freeport.

Years of Employment:	Hours per Year
6 mo	40 hrs
1 yr	40 hrs
2/4 yrs	80 hrs
5/14 yrs	120 hrs
15/Over	160 hrs

Employees may elect to carry over a maximum of forty (40) vacation hours past his/her yearly anniversary date. More than the allowable maximum will be lost.

SICK PAY

All personnel shall be eligible to earn up to fifteen days (120 hrs) of sick leave per year. Unused sick leave shall accumulate to a maximum of 90 days.

HOLIDAYS

All personnel with probationary or regular status are entitled to holidays designated by the City Council each year.

The Holidays for Budget Year 2004 - 2005 are:

Thanksgiving	11/25/04
Thanksgiving	11/26/04
Christmas	12/24/04
New Year's	12/31/04
Martin L King Day	01/17/05
President's Day	02/21/05
Good Friday	03/25/05
Memorial Day	05/30/05
Independence Day	07/04/05
Labor Day	09/05/05
Floating Holiday	Anytime

BEREAVEMENT LEAVE

Personnel may be granted up to five (5) days leave per year with pay, by their Department Head for cases of death of a member of an employee's immediate family. Immediate family is defined as the employee's spouse, children, parents, spouse's parents, brother, sister, grandparents, or grandchildren.



TEXAS MUNICIPAL RETIREMENT SYSTEM

All employees with probationary or regular status will be enrolled as a member of the Texas Municipal Retirement System. Members will deposit by payroll deduction, seven percent (7%) of their gross salary. The City will match such deposit in an amount to be determined by state law and City Council Ordinance. (Currently the City matches 2 for 1 ... for every \$1 the employee puts in, \$2 is matched).



SOCIAL SECURITY SYSTEM

All employees with probationary or regular status will make deductions, by payroll, to the Social Security system. The City will match the employee's contribution as required by Federal law.



GROUP HEALTH / LIFE INSURANCE / LTD / SECTION 125

GROUP HEALTH:

All employee's with probationary or regular status are covered by a group health and life insurance program. The premiums for the employee are paid by the City. Employees may cover their dependents under the health insurance program by paying premiums for their dependents.

LIFE INSURANCE:

Current Life Insurance Coverage is two times your annual salary to a maximum of \$200,000.

LONG TERM DISABILITY:

All employee's with probationary or regular status are covered by a long-term disability insurance policy. This insurance policy provides for 60% of your monthly salary after 90 days of illness or injury, up to the age of 65. The premiums for this policy are paid by the City.

SECTION 125 FLEXIBLE SPENDING ACCOUNT:

The City of Freeport is currently offering pre-tax dependant care expense accounts and pre-tax unreimbursed health care expense accounts. These accounts assist employees by providing pre-tax options for their dependant care and health care needs.

UNIFORMS

At the will of the City, and if financially feasible, the City will furnish uniforms or provide allowances for employees who must wear uniforms in the performance of their duties.

Currently:

Police	\$600.00 per year uniform allowance
Fire	Uniforms paid thru their budget
Street	Uniforms paid thru their budget
Parks/Rec	Uniforms paid thru their budget

LONGEVITY PAY

The City of Freeport provides longevity pay for all probationary or regular status employees in recognition of the value of long term service with the City. Eligibility for longevity pay commences after one year of service.

EDUCATION PAY

Police Officers and Firemen receive education pay as follows:

POLICE	YEARLY	MONTHLY	PPD
Intermediate	480.00	40.00	18.46
Advanced	900.00	75.00	34.62
Master	1,200.00	100.00	46.15
FIRE/EMT:	YEARLY	MONTHLY	PPD
Intermediate	600.00	50.00	23.08
Advanced	900.00	75.00	34.62
Master	1,200.00	100.00	46.15
COLLEGE:	YEARLY	MONTHLY	PPD
Associate Degree	600.00	50.00	23.08
Bachelor Degree	1,200.00	100.00	46.15
Master Degree	1,800.00	150.00	69.23

All employees are eligible for 100% college tuition reimbursement for work related courses with the approval of their Department Directors and the City Manager.



SUPPLEMENTAL INSURANCE

We currently offer coverage for the following at the employee's expense:

Cancer Expense Protection
Recovery Plus
Personal Intensive Care
VIP Care
Accident Benefit
Short Term Disability
Dental



457 DEFERRED COMPENSATION PLAN

The City of Freeport is currently offering the pre-tax 457 retirement plan. This plan is offered by ICMA Retirement Corporation and is regulated by the Internal Revenue Service. The City of Freeport does not contribute to this plan; however, it is designed to be another retirement savings option for the employees of Freeport.