



Employee Benefits

The City of Big Spring provides the following benefits to all regular, full-time employees:

1. Texas Municipal Retirement System
2. Deferred Compensation (in lieu of Social Security)
3. Health Insurance
4. Dental Insurance
5. Vision Insurance
6. Life and Long Term Disability Insurance
7. Cafeteria Plan
8. Workman's Compensation
9. Longevity Pay for years of service
10. Paid Uniforms (if applicable)
11. Stand By Pay (if applicable)
12. Paid Vacation and Sick Leave
13. Paid Holidays
14. Recreation Privileges
15. Wellness Program
16. Tuition Reimbursement Program

Texas Municipal Retirement System

The Texas Municipal Retirement System (TMRS) provides retirement benefits to employees of more than 820 Texas cities. In TMRS, each city chooses from a menu of retirement plan provisions to provide affordable, sound benefits to meet the needs of employees and their families.

As employees for the City of Big Spring, the employee contributes 7% of their gross salary and the City of Big Spring matches the employee's contribution on a two-to-one basis. Member deposits are held in a member account, where they earn interest each year. City matching funds are held in the City's TMRS retirement account until the employee retires. Employees can retire with full benefits after the age of sixty or after twenty years of service, regardless of age. Retirement benefits vary based on the employee's annual salary and length of tenure.

There is a supplemental life insurance package in the TMRS retirement plan that is equal to one year's annual salary.

TMRS is a tax sheltered program meaning member deposits are deducted from employee's pay before taxes, so employees are not taxed on member deposits or the interest they earn until benefit payments are received from TMRS.

Deferred Compensation (Retirement)

The 457b Deferred Compensation plan is provided to City employees in lieu of Social Security. Employees pay 6.7% of their adjusted gross salary. This amount is matched by the City as follows:

5.51%	Contributed to the deferred compensation retirement
2.19%	Pays for the life and disability insurance package
7.70%	Total matched funds

Health Insurance

The City of Big Spring pays the cost of employees insurance and supplements the cost of dependent insurance. Dependent health insurance coverage is available at the following rates:

Family Coverage	\$501.28/Monthly	\$250.64/Bi-Weekly
Spouse Coverage	\$370.26/Monthly	\$185.13/Bi-Weekly
Child Coverage	\$183.92/Monthly	\$91.96/Bi-Weekly

Payment for dependent health insurance coverage is deducted from employees' bi-weekly paychecks.

Pharmacy cards are included in the health insurance package. If dependent insurance coverage is purchased, dependents will also receive the pharmacy card.

Dental Insurance

Dental insurance coverage is available to City employees at the following rates:

Employee Only	\$22.08/Monthly
Employee and Spouse	\$44.78/Monthly
Employee and Children	\$49.64/Monthly
Employee and Family	\$72.40/Monthly

Payments for dental insurance are deducted from employees' bi-weekly paychecks.

Vision Insurance

Vision insurance coverage is available to City employees at the following rates:

Employee Only	\$13.14/Monthly
Employee and Family	\$39.40/Monthly

Payments for dental insurance are deducted from employees' bi-weekly paychecks.

Life and Long Term Disability Insurance

The City of Big Spring's life insurance policy provides for a death benefit equal to four times the employee's annual salary. In addition to the standard life insurance, employees may purchase optional life insurance. The long term disability package ensures that in the event of a permanent disability, a maximum of 60% of the employee's monthly salary is paid up to a maximum of \$3,000.00 per month.

Cafeteria Plan

The City provides a program to allow employees to tax shelter day care and certain medical expenses. This insurance provides a tax savings increasing the employee's take home pay.

Workman's Compensation

The City of Big Spring meets the standard state requirements for Workman's Compensation. If an employee is injured on the job, he/she must report the incident to the department supervisor immediately.

Longevity Pay for Years of Service

City employees are given longevity pay based on their length of service with the City of Big Spring. After one year of service, City employees receive longevity payments on their bi-weekly paycheck. After two years of service, employees are given the option to continue to receive a bi-weekly payment or they can elect to bank their longevity payments. Employees who bank their longevity payments will receive a lump sum payment once a year, prior to the Thanksgiving holiday.

Years of service	Annual	Bi-Weekly
1 to 9	\$72.00	\$2.77
10 to 14	\$96.00	\$3.70
15 to 19	\$120.00	\$4.62
20+ years	\$144.00	\$5.54

Uniforms

The City provides uniforms for employees who are required to wear certain attire to work. Three to five uniforms are furnished to employees, along with other suitable foul weather and safety gear. Police and Fire Department personnel may have different benefits.

Stand By Pay

City employees in certain positions are eligible for stand-by pay. Stand-by pay is \$75 for each week the employee is required to serve on stand-by time. Stand-by time means a period of time outside an employee's regularly scheduled work hours, during which the employee is required to remain available within a specified response time. Each employee on stand-by who

is called in to work shall be compensated for the actual hours worked at the appropriate rate of pay.

Paid Vacation and Sick Leave

Paid vacation days are time off work that the City of Big Spring voluntarily provides its employees as a benefit. The number of paid vacation days is accrued by full-time, permanent employees based on years of service. Vacation time is accrued based on the following schedule:

Years of Service

1 to 2	5 days per year
3 to 4	10 days per year
5 to 9	15 days per year
10 to 14	17 days per year
15 to 19	18 days per year
20 to 24	19 days per year
20 + years	20 days per year

The City of Big Spring also offers full-time permanent employees paid sick days as part of its comprehensive benefits package. Sick leave is accrued based on the following schedule:

Years of Service

1 to 2	5 days per year
3 to 4	10 days per year
5 to 9	12 days per year
10 + years	15 days per year

Paid Holidays

The City of Big Spring recognizes the following public holidays for City employees. Please note that most City employees work on a Monday through Friday schedule. As such, when a holiday falls on a non-workday -- Saturday or Sunday -- the holiday usually is observed on Monday (if the holiday falls on Sunday) or Friday (if the holiday falls on Saturday).

New Year's Day
Martin Luther King Jr. Day
Presidents Day
Good Friday
Memorial Day
Independence Day
Labor Day
Veterans Day
Thanksgiving Day and the day following
Christmas (two days given)

Recreation Privileges

City employees and their dependents receive free admission to the Moss Creek Lake. City employees must present their City identification card to get free admission.

Wellness Program

In an effort to promote healthy lifestyle behaviors, the City of Big Spring has implemented a Wellness Program for its employees. By joining the Wellness Program, employees receive access to the following benefits:

- Tobacco Cessation Program
- Employee Assistance Program – counseling for chemical and/or alcohol abuse and mental health screenings
- Reduced cost gym memberships to the YMCA or Baja Retreat

Tuition Reimbursement/Education Expense Program

The City of Big Spring offers its full-time permanent employees a college tuition reimbursement program. This program is designed to support employees with their personal and professional development by increasing their knowledge and skill level. The City reimburses employees for college tuition and books based on grades.