

BENEFITS FOR FULL TIME/PART TIME CITY OF BRIDGE CITY EMPLOYEES INCLUDE:**TEXAS MUNICIPAL RETIREMENT SYSTEM**

All full-time employees are participants of TMRS; this is a mandatory contribution. The employee contribution rate is 7% per pay period; the City matches the contribution 2-1. Ten (10) year vesting period. Employees are eligible to retire at any age after 20 years of service or at age 60. (Employees who work a minimum of 20 hours per week are members of the TMRS).

OPTIONAL RETIREMENT/SAVINGS

The City offers employees the option of contributing to a 457 Deferred Compensation Plan through payroll deduction. The City does not match this contribution.

SOCIAL SECURITY/FICA

These deductions are matched by the City.

MEDICAL, DENTAL & LIFE COVERAGE

All full-time employees and regular part-time employees who work at least 30 hours per week have medical, dental, life, and AD&D insurance coverage paid for by the City. The employee has the option of purchasing dependent coverage.

LONGEVITY

All regular employees will be paid five dollars (\$5.00) per month for each year of actual continued service with the City after the completion of one (1) year of service for a maximum of twenty-five (25) years of service.

SICK LEAVE

Sick leave accrues at 12 hours per month for full time employees. Maximum accrual is 1,440 hours. Regular part-time employees accrue proportionate hours. Employees are eligible to take sick leave after 6 months orientation period.

VACATION

For full-time employees vacation accrues as follows:

YEARS OF SERVICE	DAYS OF VACATION
1-4	10
5-9	15
10	20
11	21
12	22
13	23
14	24
15	25
16	26
17	27
18	28
19	29
20	30

Part-time employees accrue proportionate hours. Employees are eligible to take vacation after 6 months orientation period.

HOLIDAYS

Full-time and regular part-time employees receive 12 paid holidays per year.

HOLIDAYS

New Year's Day

Thanksgiving Day

Presidents Day

Friday after Thanksgiving Day

Good Friday

Christmas Eve

Memorial Day

Christmas Day

Independence Day

Employee's Birthday

Labor Day

Floating Holiday

(Designated by City Manager)

SECTION 125 IRS BENEFIT PLAN

Employees who have dependent health insurance premiums or any supplementary insurance premiums deducted from their checks are eligible to have this money taken off the top, "pretaxed".

CERTIFICATE PAY

Employees of the water and police departments are eligible to receive Certificate Pay.

SHIFT DIFFERENTIAL PAY

Employees of the police department are eligible to receive shift differential pay for evening and graveyard shifts.

CLEANING ALLOWANCE

Employees will be eligible for reimbursement up to \$25.00 per month for cleaning police uniforms upon presentation of a valid receipt.