

CITY OF WACO

INSURANCE AND RETIREMENT BENEFITS

Policies and Procedures

BEN-1

Page 1 of 2

Revised 10/30/07

A. PURPOSE

To define eligibility and benefits for employees receiving insurance and retirement benefits. A detailed benefits summary is prepared each year and made available to employees.

B. ALL EMPLOYEES

1. Social Security

The City participates in Social Security.

2. Workers' Compensation

The City provides Workers' Compensation coverage to employees for job related injuries and occupational illnesses.

3. Employee Assistance Program

The City provides all employees access to an employee assistance program at no cost.

C. REGULAR FULL-TIME EMPLOYEES

1. Health Insurance

Health insurance is effective the first day of employment for employees and dependents that enroll. The City's health plan year runs October 1st through September 30th, and premiums are subject to change each plan year. Employees may elect not to enroll in the City's health plan.

Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) allows employees and their covered dependents to have the right to continue medical and other applicable benefit coverage under the employer's plan for a limited period following termination of benefits. Coverage may be continued for up to 18 months from the qualifying event date, or up to 29 months if eligible, or 36 months for persons losing coverage because of the employee's death, divorce, legal separation, eligibility for Medicare, or a dependent child's exceeding the maximum age for eligibility. Questions concerning COBRA continuation coverage rights should be directed to the Human Resources Department.

2. Life Insurance and Accidental Death Insurance

The City provides basic term life and accidental death & dismemberment insurance at no cost to the employee, which becomes effective on the first day of employment. Employees are automatically enrolled for an amount equal to one times their base annual earnings to a maximum of \$50,000. Employees may

CITY OF WACO

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Policies and Procedures

BEN-1

Page 2 of 2

Revised 10/30/07

purchase employee supplemental life insurance, dependent supplemental life insurance, and voluntary accident insurance at their expense.

3. Long Term Disability

The City provides long term disability insurance at no cost to employees, which becomes effective on the first day of employment. Benefits of this plan may be coordinated with other income.

4. Post Retirement Benefits

To be recognized as a retiree from the City of Waco an employee shall meet TMRS service retirement or occupational disability retirement criteria. Life insurance in the amount of \$2,500 is provided at no cost to each qualified retiree. An optional \$5,000 in life insurance is available to retirees at their own expense. Retired employees may keep medical coverage as long as they continue to pay the health premiums; however, the decision to continue medical coverage must be made upon retirement from the City.

5. Retirement Benefits

Employees contribute 7% of their gross pay, and the City matches employees' contributions on a 2 to 1 basis. Employees may retire at age 60 with at least five years of service credit with TMRS or have 20 years of service credit with TMRS, regardless of age. Employees scheduled to work a minimum of 1000 hours per calendar year are members of the Texas Municipal Retirement System (TMRS).

6. Voluntary/Optional Benefits

The City of Waco offers a variety of optional benefits; enrollment in these benefits is voluntary.

D. REGULAR PART-TIME EMPLOYEES

Regular part-time employees are eligible for TMRS Retirement benefits as described in Section C. 5. RETIREMENT BENEFITS above.



Larry D. Groth, P.E., City Manager
October 30, 2007