



Employee Benefits Overview

Full-Time Employees

	Who Pays?	Eligibility	Benefit Carrier	Benefit Details
EMPLOYEE HEALTH BENEFITS				
Medical and Prescription Drug	City of Denton & Employee	First day of the month following enrollment	United Healthcare	<ul style="list-style-type: none"> Choice of plans – Gold or Silver All plans cover in-network services and utilize the same network of providers Prescription drug coverage included with medical plan election
Flexible Spending Account	Employee	First day of the month following enrollment	United Healthcare	<ul style="list-style-type: none"> Pay eligible health or dependent care expenses pre-tax (deductions divided over 24-payroll cycles)
Dental	Employee	First day of the month following enrollment	Humana	<ul style="list-style-type: none"> Easy access to a large national network of dentists who have agreed to discounted rates Orthodontia coverage for eligible children
Vision	Employee	First day of the month following enrollment	Humana	<ul style="list-style-type: none"> Access to over 50,000 locations nationwide in the provider network Plans include coverage for eye exams, lenses and frames, and other services
SUPPLEMENTAL INSURANCE BENEFITS				
Basic Life and Accidental Death & Dismemberment (AD&D)	City of Denton	Immediately	Symetra	<ul style="list-style-type: none"> Provided at no cost to you! 1x annual salary for most positions
Supplemental Life and AD&D	Employee	Immediately	Symetra	<ul style="list-style-type: none"> Purchase coverage for yourself and your eligible family members to provide additional financial protection
Short-Term Disability	Employee	Date of Election (within 30 days of hire)	Symetra	<ul style="list-style-type: none"> 60 % of weekly pay with a maximum weekly benefit of \$1,200 after 14 consecutive calendar days of disability
Long-Term Disability	City of Denton	Immediately	Symetra	<ul style="list-style-type: none"> Provided at no cost to you! 60% of monthly pay with a maximum monthly benefit of \$5,200 after 90 consecutive calendar days of disability
Accident	Employee	First day of the month following enrollment	Aflac	<ul style="list-style-type: none"> Voluntary coverage that pays a benefit if you are injured in an accident on or off the job for you or family members
Critical Illness with Cancer	Employee	First day of the month following enrollment	Aflac	<ul style="list-style-type: none"> Voluntary coverage to offset the financial effects of a defined catastrophic illness for covered individuals
Hospital Indemnity	Employee	First day of the month following enrollment	Aflac	<ul style="list-style-type: none"> Voluntary coverage to help cover out-of-pocket costs associated with a hospital stay for you or family members
Cancer Guardian	Employee	First day of the month following enrollment	Genomic Life	<ul style="list-style-type: none"> Valuable services designed to support longer, healthier lives through prevention & management of cancer



	Who Pays?	Eligibility	Benefit Carrier	Benefit Details
EMPLOYEE SERVICES				
Employee Clinic	City of Denton	Effective Date of Medical Coverage	Marathon Health	<ul style="list-style-type: none"> No cost medical services for employees, retirees, spouse, or dependents (ages 2 and up) enrolled in a City health plan
Employee Concierge	City of Denton	Immediately	Rightway Healthcare	<ul style="list-style-type: none"> Personal healthcare advisor for Medical, Dental, and Vision benefits if enrolled in a City health plan
Employee Assistance Program	City of Denton	Immediately	Optum EAP	<ul style="list-style-type: none"> Six free face-to-face consultation visits per incident, per year
RETIREMENT				
Pension Plan	City of Denton & Employee	Enrolled Immediately Retirement: 5 years of service & age 60 OR 20 years of service at any age	Texas Municipal Retirement System (TMRS)	<ul style="list-style-type: none"> Monthly payments to retired employees Employee Contribution - 7% of gross pay City Match – Upon retirement, 2:1 of employee contributions and interest
457(b) (Traditional & Roth)	Employee	Immediately	Mission Square	<ul style="list-style-type: none"> Monthly payments to retired employees Minimum of \$15.00 contribution per pay period
PAID LEAVE BENEFITS				
Death in the Family	City of Denton	Immediately	<ul style="list-style-type: none"> Immediate Family Member up to 5 days; Other Relative up to 3 days 	
Holidays	City of Denton	Immediately	<ul style="list-style-type: none"> 11 National Holidays, 2 Personal Floating Holidays 	
Jury Duty	City of Denton	Immediately	<ul style="list-style-type: none"> Full pay for time away due to jury duty Keep the payment received from the court for jury duty service 	
Longevity Pay	City of Denton	Employed by 5/31	<ul style="list-style-type: none"> \$4.00 per month for each year of service, paid annually in lump sum in November 	
Sick Leave	City of Denton	After 1 st Accrual (Accrues on 1 st & 15 th)	<ul style="list-style-type: none"> 10 hours per month - Maximum Accrual 720 Hours Civil Service (Fire) – 15 hours per month 	
Vacation	City of Denton	After 3 Months	<ul style="list-style-type: none"> 10 hours per month - No Maximum Accrual Limit! Civil Service (Fire) – 15 hours per month 	
Vacation - Bonus Hours	City of Denton	After 5 Years	<ul style="list-style-type: none"> 4 hours for each year worked past the 5th year 	
TUITION – ACCREDITED COLLEGES, UNIVERSITIES, OR TRADE SCHOOLS				
Tuition Reimbursement	City of Denton	After 6 Months	<ul style="list-style-type: none"> 100% reimbursement up to a maximum of \$5,250 per calendar year for tuition & required fees with 2-year employment continuation 	
CITY PERKS				
DentonFIT	City of Denton	Immediately	<ul style="list-style-type: none"> \$30.00 Annual Credit to participate in a Denton Parks & Rec activity or program 	
Dyno Dirt	City of Denton	Immediately	<ul style="list-style-type: none"> 20% Discount on all Dyno Dirt Products 	
Library Card	City of Denton	Immediately	<ul style="list-style-type: none"> Free library card for use at all City libraries 	
Recreation Centers	City of Denton	Immediately	<ul style="list-style-type: none"> Free memberships to the recreation centers – Denia, MLK, and North Lakes 	

If you have any questions, please call (940) 349-8340, email – Benefits@CityofDenton.com or come by the City of Denton, Human Resources Department, 601 E. Hickory, Suite B, Denton, TX 76205



Employee Benefits Overview

Three-quarter Regular Part-Time Employees (at least 30 but less than 40 hours per week)

	Who Pays?	Eligibility	Benefit Carrier	Benefit Details
EMPLOYEE HEALTH BENEFITS				
Medical and Prescription Drug	City of Denton & Employee	First day of the month following enrollment	United Healthcare	<ul style="list-style-type: none"> Choice of plans – Gold or Silver All plans cover in-network and out-of-network services and utilize the same network of providers Prescription drug coverage included with medical plan election
Flexible Spending Account	Employee	First day of the month following enrollment	United Healthcare	<ul style="list-style-type: none"> Pay eligible health or dependent care expenses pre-tax (deductions divided over 24-payroll cycles)
Dental	Employee	First day of the month following enrollment	Humana	<ul style="list-style-type: none"> Easy access to a large national network of dentists who have agreed to discounted rates Orthodontia coverage for eligible children
Vision	Employee	First day of the month following enrollment	Humana	<ul style="list-style-type: none"> Access to over 50,000 locations nationwide in the provider network Plans include coverage for eye exams, lenses and frames, and other services
SUPPLEMENTAL INSURANCE BENEFITS				
Basic Life and Accidental Death & Dismemberment (AD&D)	City of Denton	Immediately	Symetra	<ul style="list-style-type: none"> Provided at no cost to you! 1x annual salary for most positions
Supplemental Life and AD&D	Employee	Immediately	Symetra	<ul style="list-style-type: none"> Purchase coverage for yourself and your eligible family members to provide additional financial protection
Short-Term Disability	Employee	Date of Election (within 30 days of hire)	Symetra	<ul style="list-style-type: none"> 60 % of weekly pay with a maximum weekly benefit of \$1,200 after 14 consecutive calendar days of disability
Accident	Employee	First day of the month following enrollment	Aflac	<ul style="list-style-type: none"> Voluntary coverage that pays a benefit if you are injured in an accident on or off the job for you or family members
Critical Illness with Cancer	Employee	First day of the month following enrollment	Aflac	<ul style="list-style-type: none"> Voluntary coverage to offset the financial effects of a defined catastrophic illness for covered individuals
Hospital Indemnity	Employee	First day of the month following enrollment	Aflac	<ul style="list-style-type: none"> Voluntary coverage to help cover out-of-pocket costs associated with a hospital stay for you or family members
Cancer Guardian	Employee	First day of the month following enrollment	Genomic Life	<ul style="list-style-type: none"> Valuable services designed to support longer, healthier lives through prevention & management of cancer



Who Pays?					Eligibility	Benefit Carrier	Benefit Details
EMPLOYEE SERVICES							
Employee Clinic		City of Denton	Effective Date of Medical Coverage	Marathon Health	<ul style="list-style-type: none">• No cost medical services for employees, retirees, spouse, or dependents (ages 2 and up) enrolled in a City health plan		
Employee Concierge		City of Denton	Immediately	Rightway Healthcare	<ul style="list-style-type: none">• Personal healthcare advisor for Medical, Dental, and Vision benefits if enrolled in a City health plan		
Employee Assistance Program		City of Denton	Immediately	Optum EAP	<ul style="list-style-type: none">• Six free face-to-face consultation visits per incident, per year		
RETIREMENT							
Pension Plan		City of Denton & Employee	Enrolled Immediately Retirement: 5 years of service & age 60 OR 20 years of service at any age	Texas Municipal Retirement System (TMRS)	<ul style="list-style-type: none">• Monthly payments to retired employees• Employee Contribution - 7% of gross pay• City Match – Upon retirement, 2:1 of employee contributions and interest		
457(b) (Traditional & Roth)		Employee	Immediately	Mission Square	<ul style="list-style-type: none">• Monthly payments to retired employees• Minimum of \$15.00 contribution per pay period		
PAID LEAVE BENEFITS							
Holidays		City of Denton	Immediately	<ul style="list-style-type: none">• 11 National Holidays, 2 Personal Floating Holidays			
Jury Duty		City of Denton	Immediately	<ul style="list-style-type: none">• Full pay for time away due to jury duty• Keep the payment received from the court for jury duty service			
Sick Leave		City of Denton	After 1 st Accrual (Accrues on 1 st & 15 th)	<ul style="list-style-type: none">• 7.5 hours per month - Maximum Accrual 720 Hours			
Vacation		City of Denton	After 3 Months	<ul style="list-style-type: none">• 7.5 hours per month - No Maximum Accrual Limit!			
CITY PERKS							
Dyno Dirt		City of Denton	Immediately	<ul style="list-style-type: none">• 20% Discount on all Dyno Dirt Products			
Library Card		City of Denton	Immediately	<ul style="list-style-type: none">• Free library card for use at all City libraries			
Recreation Centers		City of Denton	Immediately	<ul style="list-style-type: none">• Free memberships to the recreation centers -- Denia, MLK, and North Lakes			

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Employee Benefits Overview

Half-time Regular Part-Time Employees (at least 20 but less than 30 hours per week)

	Who Pays?	Eligibility	Benefit Carrier	Benefit Details
EMPLOYEE HEALTH BENEFITS				
Flexible Spending Account	Employee	First day of the month following enrollment	United Healthcare	<ul style="list-style-type: none"> Pay eligible health or dependent care expenses pre-tax (deductions divided over 24-payroll cycles)
SUPPLEMENTAL INSURANCE BENEFITS				
Basic Life and Accidental Death & Dismemberment (AD&D)	City of Denton	Immediately	Symetra	<ul style="list-style-type: none"> Provided at no cost to you! 1x annual salary for most positions
Supplemental Life and AD&D	Employee	Immediately	Symetra	<ul style="list-style-type: none"> Purchase coverage for yourself and your eligible family members to provide additional financial protection
Short-Term Disability	Employee	Date of Election (within 30 days of hire)	Symetra	<ul style="list-style-type: none"> 60 % of weekly pay with a maximum weekly benefit of \$1,200 after 14 consecutive calendar days of disability
Accident	Employee	First day of the month following enrollment	Aflac	<ul style="list-style-type: none"> Voluntary coverage that pays a benefit if you are injured in an accident on or off the job for you or family members
Critical Illness with Cancer	Employee	First day of the month following enrollment	Aflac	<ul style="list-style-type: none"> Voluntary coverage to offset the financial effects of a defined catastrophic illness for covered individuals
Hospital Indemnity	Employee	First day of the month following enrollment	Aflac	<ul style="list-style-type: none"> Voluntary coverage to help cover out-of-pocket costs associated with a hospital stay for you or family members
Cancer Guardian	Employee	First day of the month following enrollment	Genomic Life	<ul style="list-style-type: none"> Valuable services designed to support longer, healthier lives through prevention & management of cancer
EMPLOYEE SERVICES				
Employee Assistance Program	City of Denton	Immediately	Optum EAP	<ul style="list-style-type: none"> Six free face-to-face consultation visits per incident, per year
RETIREMENT				
Pension Plan	City of Denton & Employee	Enrolled Immediately Retirement: 5 years of service & age 60 OR 20 years of service at any age	Texas Municipal Retirement System (TMRS)	<ul style="list-style-type: none"> Monthly payments to retired employees Employee Contribution - 7% of gross pay City Match – Upon retirement, 2:1 of employee contributions and interest
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PAID LEAVE BENEFITS			
Holidays	City of Denton	Immediately	<ul style="list-style-type: none"> 11 National Holidays, 2 Personal Floating Holidays
Jury Duty	City of Denton	Immediately	<ul style="list-style-type: none"> Full pay for time away due to jury duty Keep the payment received from the court for jury duty service
Sick Leave	City of Denton	After 1 st Accrual (Accrues on 1 st & 15 th)	<ul style="list-style-type: none"> 5 hours per month - Maximum Accrual 720 Hours
Vacation	City of Denton	After 3 Months	<ul style="list-style-type: none"> 5 hours per month - No Maximum Accrual Limit!
CITY PERKS			
Dyno Dirt	City of Denton	Immediately	<ul style="list-style-type: none"> 20% Discount on all Dyno Dirt Products
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