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## SUMMARY OF TCMUD1 EMPLOYEE BENEFITS FY 2016

- **Medical:** provided by Blue Cross/Blue Shield with 2 plans to choose from
- **Dental:** provided by Metlife
- **Vision:** provided by Metlife
- **Life Insurance:** provided by Metlife - 2X annual salary up to \$100,000
- **Voluntary Life and AD&D:** provided by Metlife (optional)
- **Short Term Disability:** provided by Metlife (optional)
- **Long Term Disability:** provided by Metlife
- **Section 125 Flexible Spending Account:** provided by Benefit Mall
- **AFLAC:** provided by AFLAC (optional)
- **Prepaid Legal:** provided by Legal Shield (optional)
- **Retirement:** provided by Texas County and District Retirement System
- **Sick Leave:** earned at a rate of 80 hrs per year
- **Vacation Leave:** earned at following rates: 1-5 yrs 80 hrs; 5-10 yrs 120 hrs; 10+ yrs 160 hrs
- **Holidays:** 10 paid holidays per year
- **Certification Pay:** offered to eligible full time employees- restrictions apply
- **Longevity Pay:** 13-60 months employment \$5.00 a month; 61+ months \$7.50 a month, max \$2000

This is provided as a summary only.

Please see employee personnel policies and/or plan documents for details.

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