



EMPLOYEE BENEFITS SUMMARY REGULAR PART-TIME BENEFITS

The City of Coppell is self-funded and pays 62% employee coverage for medical and 50% dental employee only (HMO plan) insurance. The employee pays dependent coverage for medical and dental. Coverage is effective the first of the month concurrent with or following date of hire.

Medical Insurance

We offer a PPO United Healthcare Options network HRA annual rollover plan. For this plan year, the HRA funded by the City is \$250 reimbursement for in-network deductibles and 20% co-insurance only. The fiscal year individual/family in-network deductible is \$1,500/\$3,000 with 80% coverage after deductible. Office co-pays are \$40 for PCP, \$50 for specialists. Basic outpatient lab work is covered 100% up to \$1,000. Our plan summary and premium rate sheet is on our website.

Dental Insurance

Our dental insurance is through Guardian and offers the HMO and PPO plan. Both plans include two cleanings each year per person. The HMO out of pocket is based on set fees with no deductible or maximum. The PPO plan has 80% basic coverage and 50% major coverage after a \$50/\$150 individual/family deductible. Orthodontia is also available on both plans for adults and children.

Prescription Benefit

Our prescription benefit is through Kroger Pharmacy Plan. There is a \$50 brand plan year deductible. Then following applies:

<u>30-day supply</u>	<u>90-day supply (mail order or retail)</u>
Tier 1 - \$5	Tier 1 (generic) - \$10
Tier 2 - \$40	Tier 2 (name brand) - \$80
Tier 3 - \$70	Tier 3 (non-formulary) - \$140
Specialty Drug - \$300	

Vision

Our vision plan is with Superior Vision with \$10 exam/\$25 eyewear in-network co-pays. Annual exams and most lenses are paid in full after co-pays. Frames are paid once each 12 months up to \$125 retail value. Contact lenses are paid once each 12 months up to \$150. The premium rates are on our website.

AIRROSTI

Treatment for musculoskeletal conditions - \$25 copay

Additional Benefits Covered by the City:

Alight - Health Pro Consultant to assist with health care savings and resolution
1800MD - 24/7 Telemedicine for those on our medical plan
Cariloop - Caregiving coaching and guidance

TMRS (Texas Municipal Retirement System)

TMRS is your retirement program. Employees contribute 7% of gross earnings each paycheck. The City's match is 2 to 1 upon retirement. TMRS members are vested with 5 years of service. Employees are eligible to retire with 20 years of service or at age 60 with 5 years of service.

Holidays

The City of Coppell has 11 ½ paid holidays per year: New Year's Day, Martin Luther King, Jr. Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving (2 ½ days), Christmas (2 days) and one personal day. Part-time employees are eligible for holiday pay at ½ the hours allowed for full-time employees with the exception of the ½ day before Thanksgiving, which is the full four hours.

Longevity

The City of Coppell pays \$3 per month for accumulated months of service in a lump sum annually in November.

Compensation Incentive

The City of Coppell gives part-time employees \$75 per month to apply first towards their medical premium if applicable or invest in our ICMA 457 plan.

Deferred Compensation Plan

ICMA provides tax-deferred supplemental 457 retirement programs for employees to contribute a portion of their salary, before taxes, to a retirement account.

Flex Spending Section 125

Part-time employees may participate in the Flexible Benefit Plan, which corresponds to Section 125 of the IRS Code. The plan allows employees to set aside pre-tax dollars to pay for out of pocket medical, dental, vision and related health care expenses. Employees may also elect to contribute to a dependent care reimbursement account through voluntary pre-tax payroll deductions.

Direct Deposit

Wages paid directly into your checking and/or savings accounts.

Wellness Health Center

Free to City of Coppell employees and dependents on our medical plan for health coaching and acute care.

The CORE

Free individual and family membership for employees.

Coppell Library

All employees and their families have free access to our Library.

Employee Assistance Program

The City of Coppell pays for confidential counseling on life and family issues.

Civil Leave

Employees receive paid leave for jury duty and other approved civil leave.

Military Leave

Full pay for up to 15 workdays per fiscal year and one time partial pay for up to 180 days if eligible.

Workers' Compensation

Anytime an employee is injured on the job during the scope of City business, the employee is covered by workers' compensation insurance.

Other Optional Benefits:

AFLAC
Legal Shield
InfoArmor