



Town of Bartonville Employee Benefits 2020-2021

HEALTH, DENTAL & VISION - Employee health and dental insurance is paid by the Town 100%. Spouse and dependent insurance are available at employee's expense. Coverage is available the first day of the month following date of employment. The Town provides \$2125 January 1 into the employee HSA account.

RETIREMENT – The Town is a member of the Texas Municipal Retirement System (TMRS) and provides a 2 to 1 match at 7%. The Town does not participate in social security.

HOLIDAYS – The Town observes the following holidays:

New Year's Day	Martin Luther King, Jr.	Presidents Day
Good Friday	Memorial Day	Independence Day
Labor Day	Columbus Day	Veterans Day
Thanksgiving Day	Day After Thanksgiving	Christmas Eve
Christmas Day		

LONGEVITY PAY: Regular full-time employees' longevity pay is \$6 per month of service paid each November.

SICK PAY: Full-time employees accumulate sick leave at the rate of 1.85 hours per pay period for a total of 40 hours (five days) per year.

VACATION – Vacation is accrued at the following rates:

1 - 5 years – 3.08 hours per pay period (80 hours per year)

6 – 10 years 4.62 hours per pay period (120 hours per year)

10 + years – 6.15 hours per pay period (160 hours per year)

Employees shall accrue vacation leave during their first six months of employment but may not be used until after completion of six months of service.

INCENTIVE (Certification) PAY: Additional compensation up to \$150 per month

DEFERRED COMP: ICMA-RC pre- tax deferred compensation plan is available. The Town does not match funds or participate beyond an administrative capacity.

PAYDAY: Biweekly on Thursdays by Direct Deposit Only.