

# City of Aledo Benefits

## EMPLOYEE BENEFITS

The City offers a variety of employment benefits to all regular full-time employees.

### Holidays

Thirteen (13) holidays including New Year's Day (Jan. 1), Dr. Martin Luther King's Day; President's Day; Good Friday; Memorial Day; Independence Day; Labor Day; Columbus Day; Veteran's Day; Thanksgiving Day; the Friday following Thanksgiving Day; Christmas Eve and Christmas Day.

### Vacations

Vacation time accrues at a rate of five (5) days for each six month employment period. Employees cannot take vacation until after they have completed six months of service. Any full-time employee who has completed over five (5) years of continuous service with the City shall be entitled to one additional vacation day per year for each additional year of service up to a maximum of twenty (20) vacation days per year.

### Sick Leave

Full-time employees accrue six (6) hours of sick leave for each full month of employment in a calendar year.

### Medical Insurance

All regular full-time employees are covered by medical, dental, and vision care insurance, which is provided at the City's expense. Family coverage is available by payroll deductions.

### Life & ADD Insurance

All regular full-time employees are covered by life and accidental death or dismemberment (ADD) insurance to its employees at the City's expense. The Basic Life Benefit and Basic AD&D benefit is \$10,000.

### Texas Municipal Retirement System

Regular full-time employees' contribution into the pension fund is 7% of gross wages. The City matches this contribution on a 2 to 1 ratio. Employees are vested after five (5) years of service. Employees are eligible to retire with twenty (20) years of service.

### Medicare & Social Security

Employees are required to contribute a percentage of their pay for Medicare Insurance.

### Military Leave

Regular employees are allowed 15 days per calendar year for military activities.

### Direct Deposit

The City of Aledo provides for direct deposit. The City offers the ability to deposit employees' paychecks into six different accounts, if desired.

## OPTIONAL BENEFITS

### AFLAC

An optional insurance plan is available through AFLAC.