



## EMPLOYMENT BENEFITS

The City of Baytown offers its full-time employees a comprehensive benefits package. The City's benefits provide employees the opportunity to keep their families healthy and plan for financial security.

All full-time employees can take advantage of the following benefits:

- 457(b) Deferred Compensation Plan
  - Additional retirement investments options are available through ICMA-RC for all employees wishing to increase their retirement funds. There is no City match on this plan.
- Bike Program
- Dental Insurance
  - The City offers its employees two dental plans. A PPO is offered through Cigna, while a Dental Maintenance Organization (DMO) is offered through Met Life.
- Employee Assistance Program
  - This program is available at no cost to all employees. Services include counseling, child/parenting support, adult/elder support, chronic condition support, legal assistance and financial services.
- Employee Wellness Program
  - The City offers their employees a comprehensive wellness program. Covered employees and their covered dependents may seek treatment at the City's Employee wellness Center at no cost. Employees also benefit from various wellness events offered throughout the year such as flu shots and mammograms. Employees enrolled in the City's health insurance also have the opportunity to save on premiums while staying healthy.
- Health Insurance
  - Employees can enroll themselves and their families in the City's health insurance offered through United Healthcare. Employees who participate in the City's wellness program can also take advantage of discounted rates.
- Optional Term Life Insurance
  - Employees may purchase additional life insurance through Lincoln Financial for themselves, their spouse, and their children for a nominal fee.
- Retirement Plan
  - The City of Baytown offers all full-time employees a generous retirement plan through TMRS. The City matches 2:1 of the employees' mandatory 7% contribution.
- Short & Long Term Disability
  - Both plans are available to all employees wishing to secure their finances in the event of personal illness or accident occurring during personal time.
- Term Life Insurance



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- The City provides life insurance at no cost to the employee through Texas Municipal Retirement System (TMRS). This benefit provides approximately one year's salary.
- Tuition Reimbursement
  - Baytown will pay you to go to college. It's pretty awesome also!
- Vacation & Sick Leave
  - All full-time employees earn fifteen (15) days of sick leave and ten (10) days of vacation per year; fifteen (15) after becoming civil service. Vacation days may be used after six (6) months of service. Vacation days increase based on years of service. Employees are also given one (1) personal day per year; and receive ten (10) city holidays per year.
- Vision Insurance
  - Vision Insurance is offered through Superior Vision. This plan allows employees and their families' yearly eye exams as well as contacts or glasses and even lasik.