



DRIPPING SPRINGS  
Texas

## TML HEALTH BENEFITS POOL EMPLOYEE BENEFITS SUMMARY

*Effective October 1, 2021*

<b>Medical Plan Provider:</b>	TML Health Benefits Pool		
<b>Plan:</b>	Copay-500-3k		
<b>Benefit Percent:</b>	80% in network; 50% out of network		
<b>In Network Deductible:</b>	Individual \$500.00 Family \$1,000.00		
<b>Out of Network Deductible:</b>	Individual \$1,000.00 Family \$2,000.00		
<b>In Network Out of Pocket:</b>	Individual \$3,000.00 Family \$6,000.00		
<b>Medical Rates:</b>	Employee:	\$587.74	Paid By City
	Spouse:	\$605.36	Paid By Employee
	Child(ren):	\$446.69	Paid By Employee
	Family:	\$1,146.08	Paid By Employee
<b>Dental Rates:</b>	Employee:	\$37.64	Paid By City
	Family:	\$59.04	Paid By Employee
<b>Voluntary Vision:</b>	Employee:	\$10.47	Paid By Employee
	Employee + Spouse:	\$19.90	Paid By Employee
	Employee+ Children	\$20.94	Paid By Employee
	Employee + Family	\$26.71	Paid By Employee

***Medical, Dental, and Vision Rates Paid By Employee are deducted from paycheck.***

**Basic Life & AD & D Plan 6:** Life \$0.194 (1 x base annual earnings, Max \$100,000) Paid By City

AD & D \$0.040 (1 x base annual earnings, Max \$100,000) Paid By City

**Continuation of Coverage:** Yes

**Medical Network:** Blue Cross Blue Shield of Texas Blue Choice PPO

**Dental Network:** BlueCare Dental Connections

**Vision Network:** Eye Med

**Health Benefits Coverage Waiting Period:** 30 days after date of hire

Salaried employees receive comp time with pay at a rate of 1:1 for every hour worked over 40 in a standard workweek

**Civic Leave:**

8 hours of paid leave each fiscal year

**Bereavement Leave:**

Full-time, regular employees receive 24 hours each fiscal year

**Memberships:**

City may fund employee membership in professional development organizations

**Tuition Reimbursement:**

Eligible for the cost of tuition for the employee's continuing education.

*See the City's Personnel Manual for detailed descriptions of benefits and their requirements.*