

**CITY OF AMARILLO**  
**Employee Benefits Summary Sheet**  
Effective 10/01/2014

**City of Amarillo Mission Statement**

The City of Amarillo's mission is to deliver quality public services and to advance the social and economic well being of our present and future citizens.

**Health Plan**

The City of Amarillo's Group Health Plan is a managed care plan. All full-time regular employees are eligible for coverage on their 90<sup>th</sup> day of employment.

**Deductible**

- ™ \$1,000 individual deductible per calendar year
- ™ \$2,000 family deductible per calendar year

**Per Pay Period Amounts**

- ™ Employee Only \$22.01
- ™ Employee & Children \$59.72
- ™ Employee & Spouse \$70.57
- ™ Employee & Family \$112.71

**Prescription Drug Benefit**

**Prescription drug copays (retail):**

- ™ Generic \$10.00
- ™ Preferred brands \$35.00
- ™ Non-preferred brands \$50.00
- ™ Specialty drugs \$65.00

Mail order is available for maintenance drugs.

**Prescription drug copays (mail order):**

- ™ Generic \$20.00
- ™ Preferred brands \$70.00
- ™ Non-preferred brands \$100.00

**CityCare Family Health & Wellness Clinic**

The CityCare Clinic is exclusively for use by City of Amarillo employees, family members and retirees who are covered by the City's Health Plan. The CityCare Family Health & Wellness Clinic is truly YOUR clinic—just for you and your family!

**Vision Plan**

Spectera Vision Care Program

**CITY OF AMARILLO**  
**Employee Benefits Summary Sheet**  
Effective 10/01/2014

**Dental Plan**

There is a \$1,000 maximum for dental services.

Per Pay Period Amounts

™ Employee Only	\$13.00
™ Employee & Children	\$22.87
™ Employee & Spouse	\$24.50
™ Employee & Family	\$34.30

**Flexible Spending Accounts**

Flexible Spending Accounts (FSA) are designed to help employees with expenses not covered by the medical, dental or vision plans and assist with childcare expenses.

Employees are eligible to participate during open enrollment each November.

**Life Insurance**

Provided at minimal cost to the employee with a \$10,000 benefit. Additional coverages are available.

**Retirement Plan**

Employees defer 7 percent on a pre-tax basis and direct those funds into the Texas Municipal Retirement System. Full-time employees will begin participation in the plan on their first day of employment. The City of Amarillo's contribution to the retirement fund equals a 2 to 1 match. Employees are eligible to retire at any age with 20 years of service or 60 years of age and 5 years of service.

**Deferred Compensation Plan**

To help supplement your retirement income, this voluntary plan permits you to defer as little as \$10 per pay period of your pre-tax salary. Employees may begin participation in the plan immediately. The City of Amarillo has contracted with Nationwide Retirement Solutions to administer the Deferred Compensation Plan.

**Holidays**

All full-time employees will receive time off with pay for the following holidays:

New Year's Day  
Martin Luther King, Jr. Day  
Memorial Day  
Independence Day  
Labor Day  
Thanksgiving Day  
Day after Thanksgiving  
Christmas Day

**CITY OF AMARILLO**  
**Employee Benefits Summary Sheet**  
Effective 10/01/2014

**Vacation**

All full-time, regular employees, shall earn annual leave (vacation) each calendar year of continuous service, to be accrued on a biweekly basis per the following schedule:

Year 1	10 days
Year 2	11 days
Year 3 ...	13 days...
Year 11 – 20	20 days
Year 20 or >	25 days

An employee may accrue a maximum of 240 hours of annual leave.

**Sick Leave**

All full-time, regular employees shall accrue sick leave with pay at the rate of 12 working days each year, to be accrued on a biweekly pay period basis. Each calendar year an employee may use 2 days of sick leave as Personal Time Off. An employee may accrue a maximum of 480 hours of sick leave.

**Initial Probationary Period**

Upon initial appointment to a classified position with the City of Amarillo, an employee shall serve a 12-month probationary period.

**Employee Assistance Program (EAP)**

The City of Amarillo offers a confidential employee assistance program for employees and/or immediate family members who are experiencing personal problems. Private appointments can be made for any type of personal problem(s) that may be too much to handle alone. This assistance is available by calling (806) 354-1810 or 800-537-2585.