



Benefits Summary

Effective October 1, 2011

	Monthly Cost		Per Pay Period Cost (24 pay periods)
	Town Cost	Employee Cost	
Medical with Core MERP (UHC) (\$1,000 Deductible; 30%, \$2,200 OOP)			
Employee Only	\$291.81	No Cost	No Cost
Employee and Spouse	\$291.81	\$327.78	\$163.89
Employee and Child(ren)	\$291.81	\$193.08	\$96.54
Employee and Family	\$291.81	\$543.30	\$271.65
Medical with Buy-Up MERP (UHC) (\$500 Deductible, 10%, \$950 OOP)			
Employee Only	\$291.81	\$22.42	\$11.21
Employee and Spouse	\$291.81	\$379.36	\$189.68
Employee and Child(ren)	\$291.81	\$233.44	\$116.72
Employee and Family	\$291.81	\$612.80	\$306.40
Dental – Basic Plan (Ameritas)			
Employee Only	\$24.81	No Cost	No Cost
Employee and Spouse	\$24.81	\$28.12	\$14.06
Employee and Child(ren)	\$24.81	\$37.72	\$18.86
Employee and Family	\$24.81	\$65.84	\$32.92
Dental – Buy Up Plan (Ameritas)			
Employee Only	\$24.81	\$8.56	\$4.28
Employee and Spouse	\$24.81	\$43.26	\$21.63
Employee and Child(ren)	\$24.81	\$66.18	\$33.09
Employee and Family	\$24.81	\$100.88	\$50.44

Other Insurance

- Life Insurance and Accidental Death & Dismemberment (via SunLife) :
- Non-safety employees = \$75,000
- Safety employees = \$250,000
- Voluntary Supplemental Life Insurance for Employees and Dependents (via SunLife)
- Long Term Disability (via SunLife)
- Short Term Disability (via SunLife)
- Voluntary Vision Coverage, Voluntary AFLAC, Voluntary PrePaid Legal.& Identity Theft Shield

Flexible Spending Accounts

- Health Care FSA – Maximum plan year contribution = \$2,500
- Dependent Day Care FSA – Maximum plan year contribution = \$5,000

Texas Municipal Retirement System (TMRS)

The Town of Prosper matches the mandatory seven percent employee contributions at a rate of 2:1.

Holidays

The following official holidays are observed by town employees. Holidays that fall on Saturday are observed the preceding Friday. Holidays that fall on Sunday are observed the following Monday. Paid holidays include:

- New Year's Day January 1st
- Martin Luther King Day 3rd Monday in January
- Good Friday Date is variable
- Memorial Day Last Monday in May
- Independence Day Date is variable
- Labor Day 1st Monday in September (Except Shift Fire Dept, who get 9/11 day)
- Thanksgiving Day 4th Thursday in November
- Friday after Thanksgiving Day 4th Friday in November
- Christmas Eve Date is variable
- Christmas Day Date is variable

Vacation – accrued on a per-pay period basis. Regular PT employees accrue at 1/2 the rate of regular FT employees.

- 0 – 1 year of employment (DOH 10/1/11 or later) 2 weeks
- 2 – 5 years of employment 3 weeks
- 6 – 9 years 4 weeks
- 10 years and greater 5 weeks

Other Leave

- Sick – Twelve (12) days per year
- Emergency/Bereavement – Three (3) days per occurrence