

Summary of Benefits

Fiscal Year 2023 – 2024



In addition to salary, the City of Van Alstyne offers comprehensive benefits to full-time employees. Browse brief descriptions below.

TMRS Retirement

- √ Employee Contributions: 7%
- √ City Match 2 to 1
- √ Vested after 5 years of service
- √ TMRS provides 1X your annual salary in life insurance benefit
- √ Retirement eligible upon vesting and at least age 60 OR if you have 20 years of service credit at any age.
- √ Restricted Prior Service Credit

City Holidays

- √ 12 Official City Holidays
- New Year's Day
- Martin Luther King Jr Day
- Good Friday
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Veterans Day
- Thanksgiving Day and the Friday after Thanksgiving
- Christmas Eve
- Christmas Day
- Firefighters include Patriot Day and omit Labor Day*

Vacation Leave

- (Regular full-time)*
 - 0-5 years 80 hours/year
 - 6-10 years 120 hours/year
 - 11+ years 160 hours/year
- (Police full-time)*
 - 0-5 years 84 hours/year
 - 6-10 years 126 hours/year
 - 11+ years 168 hours/year
- (Fire/EMS full-time)*
 - 0-5 years 120 hours/year
 - 6-10 years 180 hours/year
 - 11+ years 240 hours/year
- √ Eligible to use after 6 months

Sick Leave

- (Regular full-time)*
 - 120 hours/year
- (Police/Fire/EMS full-time)*
 - 126 hours/year
- √ Eligible to use after 6 months.
- √ Max 720 hours.

Personal Leave

- (Regular full-time)*
 - 16 hours per year
- (Police/Fire/EMS full-time)*
 - 24 hours per year

Bereavement Leave

3 days per qualifying occurrence

Health Insurance

The city pays 100% of the employee coverage and 50% of the dependent cost

√ coverage begins on the 1st of the month following the first day of employment

Dental Insurance

The city pays 100% of the employee coverage. Employees may elect to cover dependents at their own expense.

√ coverage begins on the 1st of the month following the first day of employment

Vision Insurance

The city pays 100% of the employee coverage. Employees may elect to cover dependents at their own expense.

√ coverage begins on the 1st of the month following the first day of employment

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Group Life and AD&D Insurance

The city provides \$30,000 of life insurance and accidental death and dismemberment coverage for all employees.

✓ coverage begins on the 1st of the month following the first day of employment

Voluntary Life and AD&D Insurance

Employees may elect additional life insurance coverage at their own expense and can apply for up to 5x their annual salary. Employees may also elect coverage for their spouse not to exceed 100% of the employee amount and \$10,000 on eligible children.

Long Term Disability (LTD)

You may be eligible for this benefit if you are totally disabled and unable to work after 90 days. LTD provides 60% of your base pay, up to a maximum of \$6,000 per month.

Short Term Disability (STD)

You may be eligible for this benefit if you are totally disabled and unable to work after 14 days. STD provides 60% of your base pay, up to a maximum of \$1,000 per week.

Telemedicine Service & Virtual Mental Health Counseling

The city pays 100% of the cost of coverage for the employee and all immediate family members. No fees or copays!

Flexible Spending Accounts (FSA)

The FSA is an employer-sponsored account that can be used to pay for out-of-pocket medical, dental, and vision expenses as well as Dependent Daycare expenses with pre-tax dollars.

Supplemental Insurance

The city offers optional benefits through AFLAC.

Workers Compensation

The city offers workers compensation coverage through Texas Municipal League Intergovernmental Risk Pool (TML-IRP).

Social Security

The city contributes to the Federal Insurance Contribution Act (FICA) Social Security and Medicare Programs which provide benefits upon retirement. A deduction from the employee's salary is matched by the city.

Family and Medical Leave Policy as described by federal legislation.

Employees are provided the required convenience of payroll direct deposit. Funds may be deposited into both checking and savings accounts.

Bi-weekly pay cycles (26 pay periods per year)