

BENEFITS

Police Officer

The City of Richland Hills offers its **full-time** employees a benefit package which rivals that of many municipal governments. The package includes major health care benefits, as well as the opportunity for financial security for you and your family.

<u>Benefit</u>	<u>Who Pays</u>	<u>Effective</u>	<u>Explanation of Benefits</u>
Vacation	City	0-4 years of employment 5-9 years of employment 10-14 years of employment 15+ years of employment	80 hours per year (3.08 hours per pay period) 104 hours per year (4.62 hours per pay period) 120 hours per year (6.15 hours per pay period) 160 hours per year (7.70 hours per pay period)
Holidays	City	Hire Date	Nine holidays per year + one personal holiday
Retirement	City+Emp	Hire Date	Texas Municipal Retirement System
FICA	City+Emp	Hire Date	Social Security + Medicare
Insurance	City	Hire Date	Health, Life + Accidental Death/Dismemberment (City Pays). Dental available (Employee Pays)
Section 125	No Cost	December 1 – yearly	Reduces taxable income
Sick Leave	City	First day full pay period	1.88 hours per week (96 hours per year)
Sick Leave Bank	City	* see explanation	* see explanation
Sick Leave Incentive	City	December 1 st of each year	Must be actively at work for 12- month period of December 1 to November 30 th . Must have an accrual balance of 240 hrs as of December 1 st .
Military	City	Hire Date	Up to 15 work days per fiscal year.
Jury Duty/Witness Duty	City	Hire Date	Full salary for court
Bereavement Leave	City	Hire Date	Up to 3 days to regular full & part time employees
Deferred Comp.	Employee	Hire Date	Payroll deduction
Salary	City	Hire Date	\$45,256 – 66,977 salary scale
Savings Bond	Employee	Hire Date	Payroll deduction

For detailed information, review the Employee, Retirement, and Group Health Insurance Handbooks.