### Medical - Blue Cross Blue Shield

**Deductible**
- **BASE PLAN - MM29**
  - Deductible - $4000
  - 50% Coinsurance
  - **Employee Only** $ - 
  - **Employee + Spouse** $171.95 
  - **Employee + Child(ren)** $103.23 
  - **Family** $240.86 

- **BUY UP PLAN - MM24**
  - Deductible - $2500
  - 30% Coinsurance
  - **Employee Only** $41.31
  - **Employee + Spouse** $263.94 
  - **Employee + Child(ren)** $174.97 
  - **Family** $353.17 

**Cost per pay period**

- **Tobacco Surcharge** $56.05 - Per Pay Period = $112.10 - Monthly

### Other Benefits

- **Humana Go365 Wellness Program**
  - Phone # (800) 448-6262

<table>
<thead>
<tr>
<th>BCBS Dental (PPO)</th>
<th>Cost per pay period</th>
<th>Ameritas Vision/Hearing</th>
<th>Cost per pay period</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Only</td>
<td>$3.99</td>
<td>Employee Only</td>
<td>$1.38</td>
</tr>
<tr>
<td>Employee + Spouse</td>
<td>$11.97</td>
<td>Employee + Spouse</td>
<td>$3.87</td>
</tr>
<tr>
<td>Employee + Child(ren)</td>
<td>$17.00</td>
<td>Employee + Child(ren)</td>
<td>$4.14</td>
</tr>
<tr>
<td>Family</td>
<td>$27.84</td>
<td>Family</td>
<td>$6.74</td>
</tr>
</tbody>
</table>

- **Mutual of Omaha Life Ins**
  - $25,000 Employee benefit paid by the City of Hondo for Basic Life/AD&D

- **Employee Assistance Program (EAP)**
  - 800-316-2796 or www.mutualofomaha.com/eap
  - FREE to all full-time employees. Provides support, guidance and resources that can help you resolve personal issues and meet life's challenges. 24 hours a day/7 days a week.
  - Go to: willprepservices.com Register using MUTUALWILLS

- **WILL Preparation Services**

- **TMRS Retirement 2:1 Match** - Employees contribute 7%. Employees are 100% vested after 5 years.
  - (800) 924-8677

- **Other Benefits offered at Employee's expense:**
  - Mutual of Omaha Additional Life Insurance
  - Mutual of Omaha Critical Illness
  - MOO Voluntary Short and Long Term Disability
  - Mutual of Omaha Voluntary Accident Policy

### Vacation

<table>
<thead>
<tr>
<th>Number of Years of Service</th>
<th>Monthly Hours Earned</th>
<th>Annual Hours Earned</th>
<th>Max Carry Over</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-5 years of service</td>
<td>6.67</td>
<td>80</td>
<td>80</td>
</tr>
<tr>
<td>6 years of service</td>
<td>7.33</td>
<td>88</td>
<td>80</td>
</tr>
<tr>
<td>7 years of service</td>
<td>8</td>
<td>96</td>
<td>80</td>
</tr>
<tr>
<td>8 years of service</td>
<td>8.67</td>
<td>104</td>
<td>80</td>
</tr>
<tr>
<td>9 years of service</td>
<td>9.33</td>
<td>112</td>
<td>80</td>
</tr>
<tr>
<td>10 years of service</td>
<td>10.67</td>
<td>128</td>
<td>80</td>
</tr>
</tbody>
</table>

*An additional (8) eight hours after the conclusion of every (10) ten years of service*

### Sick Leave

- 10 hours of sick leave per month - 120 hours per year - maximum accrual - 320 hours

### Holidays


- **Police Officers** who are scheduled to work on a City holiday will receive eight (8) hours holiday time at the regular hourly rate, in addition to the actual hours worked.