

2025 APPROVED PAY & BENEFITS



SEPTEMBER
2024

City Council adopted the final budget for Fiscal Year '25 (FY25) on September 17, 2024. Below are highlights of the Pay and Benefits changes.

PAY INCREASE

2024 PAY FOR PERFORMANCE (P4P)

For General employees only, the budget includes a Pay for Performance increase up to 7% based on individual ratings of valued or accomplished. Employees on a performance improvement plan (PIP) during the reporting period may see an increase based upon Supervisor's Discretion. (PRRs Section 7)

To receive a P4P increase in base pay, employees must meet the following requirements:

- In a regular full-time, reduced schedule, or part-time position, as of March 31, 2024.

Those not eligible are

- Covered by contract negotiations or appointed by Council, Police or Fire Trainee, or in a temporary hired or re-hired on or after April 1st
- Promoted, transferred, or reclassified between April 1st - September 30th of 2024 AND received a raise of 10% or more
- Received a special merit increase of 5% or more during the most recent fiscal year
- Employees received an "Underperforming" performance rating this year

Those receiving a Lump Sum: if an employee is over the maximum of their pay range, or after the P4P is applied (% increase up to the max, the remainder is paid in a lump sum).

PERFORMANCE TIMELINE FOR 2024

- October 1, 2023: Evaluation Period Begins
- May 17, 2024: Checkpoint
- May 17 – Sept 30: Post Checkpoint
- September 15 – October 15
- Complete Performance Appraisals
- Conduct Calibration
- October 18: Submit Performance Appraisal Documents
- October 25th: Employee Appraisal Acknowledgements Due
- November 4 – 13: eCompensation Increases Entry
- November 16: Effective Date of Increase
- December 6: Payday of Increase

EMPLOYEE ENTRY WAGE RATE

For regular and temporary employees, the employee minimum entry wage will increase to \$16.07 per hour effective October 1, 2024.

The minimum entry wage rate will increase to \$18.00 per hour effective February 14, 2025 paycheck.

2025 BENEFITS

The City provides a comprehensive benefits program to employees and dependents. Understanding your benefits and being informed consumers of healthcare helps lower costs for both employees and the City.

OPEN ENROLLMENT

HEALTH, BENEFITS & SAFETY FAIR (HBSF)

Open Enrollment: October 7th – October 25th

HBSF: Wednesday, October 16, 2024

- Location: Will Rogers Memorial Center
- Time: 9:00am – 2:00pm.

We will have two new healthcare vendors effective January 1, 2025

MEDICAL

- Our **new vendor is BlueCross BlueShield of Texas**
- New Cards will be mailed out by mid-December
- No major plan design changes

DENTAL

- Our **new vendor is MetLife**
- New Cards will be mailed out by mid-late December
- No major plan design changes
- Lower Premium Rates – details coming soon

VISION

- Our **new vendor is MetLife**
- No major plan design changes
- Lower Premium Rates – details coming soon

Prescription, Disability, Life Insurance, Employee Assistance Program, and Employee Benefits Discount – no changes to these programs.

CONSUMER CHOICE PLAN (CCP) EMPLOYER HSA CONTRIBUTIONS - 2025

The City will increase the Employee Only HSA contribution from \$540 to \$610 per year. The Employee + Spouse, Child(ren) & Family HAS contribution will remain the same at \$1,000 per year.

PLAN COVERAGE	CITY CONTRIBUTION	EMPLOYEE CONTRIBUTION	TOTAL MAXIMUM AMOUNT 2025
EMPLOYEE ONLY	\$610	\$3690	\$4,300
EMPLOYEE & FAMILY	\$1,000	\$7,550	\$8,550

FLEXIBLE SPENDING ACCOUNTS (FSA) - 2025

The maximum amount you can contribute annually:

- Health Care FSA—\$3,200.
- Dependent Care FSA—\$5,000.

2025 MEDICAL RATES FOR FULL-TIME GENERAL EMPLOYEES AND POLICE.

Employees will see a 3% increase in premium rates effective January 1, 2025. Rates below are based on a bi-weekly basis

FULL-TIME EMPLOYEE	CONSUMER CHOICE PLAN (CCP)	CCP WITH ALL 3 WELLNESS CREDITS*	HEALTH CARE CENTER	HCCP WITH ALL 3 WELLNESS CREDITS*
EMPLOYEE ONLY	\$46.15	\$0.00	\$98.80	\$52.64
EMPLOYEE & SPOUSE	\$222.81	\$176.65	\$306.63	\$260.47
EMPLOYEE & CHILD(REN)	\$172.65	\$126.50	\$240.49	\$194.34
EMPLOYEE & FAMILY	\$311.14	\$264.98	\$410.55	\$364.39

WELLNESS BENEFITS

NEW WELLNESS PORTAL – RAMP HEALTH

Healthy Challenge Wellness Program will launch a new wellness portal with Ramp Health effective January 1, 2025. Ramp offers a dedicated coaching assessment, healthy rewards challenges, recipes, and much more. You do not need to be on the City Medical plan to participate and to achieve the Cash Payout.

CASH PAYOUT

The Health Challenge Cash payout is based on a point system. You can earn points throughout the year by completed certain program activities.

Note; only employees are eligible for the cash payout and they must be active at the time of the award, January 17, 2025 paycheck.

Requirements to be eligible:

1. Complete the Health Assessment questionnaire
2. Complete Biometric Screening
3. Complete Tobacco Affidavit OR one (1) Being Tobacco Free Journey (TOB).
4. Complete at least one (1) Preventive Screening.

457 DEFERRED COMPENSATION/ROTH

Employees have the option of plan for an additional retirement savings account. You may contribute on a pre-tax or on a post-tax (Roth) basis. There is an age 50 catch-up opportunity as well Pre-Retirement catch-up limit. Below are the maximum annual contributions for the calendar year 2025.

PLAN OPTION	ANNUAL MAX AMOUNT
NORMAL 457/ROTH	\$23,000
AGE 50 CATCH-UP	\$7,500
PRE-RETIREMENT	\$23,000

LEAVE TIME – USE OR LOSE

Friendly reminder, the last day to use or lose leave is on December 31st. Any leave requests will require supervisory approval.

PERSONAL HOLIDAY

Reminder – Don't forget to use your two personal holidays, they will expire on December 31, 2024.

COMPENSATORY “COMP” TIME

Exempt employees can only carry over 40 hours of compensatory time from each calendar year. Any hours above 40 will be lost effective January 1st of each year.

Non-Exempt General Employees will continue to have a maximum of 120 hours compensatory time.

IMPORTANT DATES:

- Open Enrollment Begins – October 7, 2024
- Open Enrollment Ends – October 27, 2024
- Pay for Performance Increase – December 6, 2024 paycheck
- Wellness Payout – January 17, 2025 paycheck

