

CITY OF SAN ANTONIO EMPLOYEE BENEFITS HIGHLIGHTS

Full-Time, Civilian Employees

In addition to a competitive bi-weekly salary, the City of San Antonio proudly offers an excellent array of highly-competitive benefits as part of its total compensation package. These benefits include, health care, paid leave, retirement, wellness, education, and more!

MEDICAL & PHARMACY

Three plans from which to choose:

- Consumer Driven Health Plan with employer-funded Health Savings Account - \$500 (individual) / \$1,000 (family)
- Traditional PPO plan
- HMO plan
- **Employee only semi-monthly cost: \$20-\$80**

DENTAL

Two plans from which to choose:

- Open network PPO
- Dental HMO
- **Employee only semi-monthly cost: \$7-\$18**

VISION

Access to a national network of doctors and retail providers.

- **Employee only semi-monthly cost: \$3**

PRE-TAX SAVINGS PLANS

- Health Savings Account
- Health Care and Dependent Care Flexible Spending Accounts

PAID LEAVE/VACATION

- Accrued Leave - Annual and Personal
 - **80 hours of paid leave** accrued within 1st year of employment
- Disability - Short and Long Term
- **13 City Holidays**
- Parental Leave - 6 weeks of paid leave
- **Family Wellness Leave - 32 hours of paid leave** for wellness visits, volunteering, or attending school-related events for dependents

LIFE INSURANCE

Basic Life and Accidental Death & Dismemberment (1 x your annual salary)

- **Employee semi-monthly cost: \$0**

TRAINING/PROFESSIONAL DEVELOPMENT

- Free training classes
- Tuition Assistance Program
- **Student Loan Payment Program - \$50 payment per month**
- Employee Resource and Toastmaster Groups
- Targeted development programs and **more!**

WELLNESS PROGRAM

- **Activity-based health program that allows you to earn up to \$500 in wellness rewards**
- Employee Assistance Program
- Fitness center discounts and onsite fitness center
- Health coaching and education sessions
- Maternity and Lactation Support Programs
- Tobacco Cessation, Weight Watchers, and **more!**

RETIREMENT

- Pension Plan - Texas Municipal Retirement System
 - Employees contribute 6% of bi-weekly salary
 - **City contributes 2 x the employee's contribution (12%)**
 - 100% vested after 5 years
 - Receive service credit for time in the military or other eligible public agency
- Deferred Compensation (457) Programs - supplemental retirement account option



Learn More!



Scan this QR Code to get more information about our awesome employee benefits package!

*Scan the QR Code above to view all semi-monthly health care cost options.