

**MEMORANDUM OF UNDERSTANDING BETWEEN
CITY OF FARMERSVILLE
AND THE FARMERSVILLE POLICE OFFICERS ASSOCIATION
(JULY 1, 2021 – JUNE 30, 2023)**

ARTICLE I. GENERAL PROVISIONS

Section 1. Application

This Memorandum of Understanding (MOU) serves as the labor agreement between City of Farmersville and the employees of the Farmersville Police Officers Association. The agreement shall be effective as of July 1, 2021 and shall terminate on June 30, 2023.

Section 2. Amendments and Revisions

Recommendation for the amendment and revision of policies and procedures may be made by the Personnel Officer after compliance with Government Code Chapter 3500 et seq. Unless otherwise noted, amendments and revisions shall become effective upon adoption of a resolution by City Council.

ARTICLE II. SALARY PLAN

Section 1. Salary on Appointment

New employees will normally be hired at the Step A salary amount of the appropriate position range as identified in the Salary Schedule (Exhibit A and B). If unusual recruitment difficulties are encountered of a candidate that is exceptionally well qualified, appointment at a higher step may be authorized by City Manager.

Section 2. Salary Adjustments

- A. Salary Step Increases, as shown in the Salary Schedule, shall be considered on the employee's employment date anniversary and shall be based on a satisfactory evaluation and recommendation by the employee's department head.
- a. Tier 1 employees are those hired prior to January 01, 2018 and shall be eligible for step increases as shown in the Tier 1 salary schedule as adopted.
 - b. Tier 2 employees are those hired on/after January 01, 2018 and shall be eligible for step increases as shown in the Tier 2 salary schedule as adopted.

- B. Authorized salary adjustments shall become effective at the beginning of the pay period nearest the employee's anniversary date.
- C. If, in the supervisor's judgment, the employee's performance does not justify an adjustment on the anniversary date, the employee shall be re-evaluated before the expiration of the six (6) months. If the employee receives a satisfactory evaluation at the end of the six (6) month period and a recommendation from the department head for a salary adjustment, the employee will receive said adjustment. In such an event, the employee shall maintain the same anniversary date.
- D. The granting of an official leave of absence of more than thirty (30) continuous calendar days, other than for military leave, shall cause the employee's salary adjustment date to be extended the number of calendar days of leave.
- E. Should an employee's approved adjustment be overlooked, upon discovery of the error the employee shall receive a supplemental payment compensating said employee for the adjustment he/she would have received had the adjustment been granted at the appropriate time.

Section 3. Salary on Promotion

An employee who is promoted to a position in a class with a higher salary range shall be paid at the appropriate range and step amount effective as of the date of the promotion. The appropriate range and step amount shall be determined by the employee's department head with the approval of City manager.

Section 4. Salary on Demotion

An employee who is demoted to a position in a class with a lower salary range shall be paid at the appropriate range and step amount effective as of the date of the demotion. The appropriate range and step amount shall be determined by the employee's department head with the approval of City manager.

Section 5. Salary on Transfer

An employee who is transferred from one position to another in the same class or to another position in a similar class having the same salary range shall receive the same salary range and step class shall be treated as non-disciplinary demotions for salary, seniority, and benefit purposes.

Section 6. Salary on Position Reclassification

When an employee's position is reclassified and the employee is appointed to the position, his/her salary shall be determined by the Salary Schedule classification for the new position.

Section 7. Salary on Re-employment

An employee recalled after a layoff to his/her previous position shall receive the same range and step salary amount provided they are rehired within twelve (12) months. Employee shall receive credit for prior service with City for seniority and benefit purposed provided they are rehired within twelve (12) months of the layoff.

Section 8. Acting Pay

- A. Acting pay shall be in the salary range of the acting position's class. To receive acting pay, the employee must:
 - 1. Be formally assigned duties appropriate to the higher class. Such assignment shall be confirmed by the processing of a personnel action form by employee's supervisor.
 - 2. Work in the higher class for at least thirty (30) consecutive days.
- B. Subject to the conditions noted above, qualifying employees shall be paid acting pay for all days worked in an acting position after the first 30 days.

Section 9. Court Appearance Pay

- A. During off-duty hours, sworn Police employees shall receive compensation at the time and one-half rate when subpoenaed and actually appear in court or DMV or Parole Hearings on behalf of the Farmersville Police Department and City during their off-duty hours. Employees shall receive a minimum of 2 hours pay for an actual appearance.
- B. Sworn Officers who are "Off-Duty" and placed "On-Call" for court appearance through the Witness Coordinators Office shall receive a minimum of two hours of pay at time and one-half. If called in for an actual court appearance this two hours of compensation shall count towards the first two hours of actual time in court.
- C. An officer that is "On-Call" for an Investigations assignment shall receive \$50 Stand-By pay for each full week that they are assigned to Stand-By. Officers on Stand-By must make themselves available for call-out during this period and must advise their supervisor if they become unavailable during the Stand-By period. Failure to respond to a call-out request shall void eligibility for Stand-By pay.
- D. A "Call Out" shall be any instance in which an employee is called to work outside of any Pre-Scheduled Assignment.

For the purposes of this section, work time shall include time spent in traveling to and from the work site. This section shall not apply to management or exempt personnel.

Section 10. Uniform and Clothing Pay/Allowances

- A. Sworn Police employees who are required to wear uniforms shall be paid \$1,000.00 per year to be used for the purchase/maintenance and cleaning of their uniforms. A prorated amount shall be paid for any portion of a year worked. The uniform allowance shall be paid in two installments separate from the regular paychecks.
- B. At the time of hire Police employees who are required to wear uniforms shall receive a credit of \$600.00 upon hire to be used for the initial purchases of uniforms. Police reserve Officers shall receive a credit of \$100.00 upon hire to be used for the purchase of uniforms. Failure to satisfactorily complete the required probationary period shall cause a forfeiture of the uniform credit and City shall be reimbursed, on a prorated basis, for the credit amount.
- C. Non-uniform sworn employees shall receive an annual clothing allowance of \$800.00 per year to be used for clothing purchase, maintenance, and cleaning. A prorated amount shall be paid for any portion of a year worked.

Section 11. Salary Schedule/Salary and Classification Plan

- A. The Tier 1 Salary Schedule (attached as Exhibit A) shall remain in full force as of July 1, 2021, and shall provide ranges with six (6) steps of 5% each. The Tier 2 Salary Schedule attached as Exhibit B shall provide ranges with eight (8) steps of 3.125% each.

Section 12. Computation of Salary for Payroll Purposes

Monthly salary shall be those amounts as shown in Exhibit A for Tier 1 employees and Exhibit B for Tier 2 employees of this article and will be paid bi-weekly at the amount equal to the result of multiplying the monthly amount by 12 and dividing by 26.

Section 13. Cost of living

- A. A 2.00% adjustment shall be made to the Salary Schedule effective July 1, 2021.
- B. A 2.00% adjustment shall be made to the Salary Schedule effective July 1, 2022.

Should the CPI-U for the San Francisco-Oakland-Hayward area as measured by the Bureau of Labor Statistics, reach five percent (5%) or more at each measurement point during the period of January to June 2022 (measurements are made only in February, April, and June), negotiations for COLA increases will re-open for the fiscal year beginning July 1, 2022. The City of Farmersville takes

80% of the CPI-U to determine cost of living adjustments for our region.
Measurements are located here:
<http://www.bls.gov/regions/west/factsheet/consumer-price-index-data-tables.htm>

Section 14. Special Pandemic Pay

All members of the Farmersville Police Officers Association shall receive a one-time payment of \$10,000 as special pandemic pay.

ARTICLE III. WORK PERIOD/OVERTIME

Section 1. Work Period

- A. The normal work period for sworn Police personnel shall be a period of 80 hours within a 14 consecutive days starting at 12:00 A.M. on Wednesday and ending on Tuesday at 11:59 P.M.
- B. This section is not to be interpreted as prohibiting the adoption of different work periods or schedules in the respective departments with pre-approval of city manager.

Section 2. Overtime

- A. In the event that overtime pay is authorized by the supervisor, overtime shall be credited in six minutes increments with no credit given for time worked less than one tenth of an hour and after obtaining the prior written approval of the department head or Officer in charge for sworn Police and fire personnel.
- B. Occasional overtime worked that is less than six minutes duration in a work period is non-compensable.
- C. For purposes of overtime computation, vacations, sick leave, compensatory and holiday time taken in a work period shall be counted as hours worked.
- D. Voluntary shift changes shall not be counted as time worked.
- E. Overtime shall be paid on the basis of time and one-half for all time worked over 80 hours in a work period by Police.

ARTICLE IV. LEAVE OF ABSENCE WITH PAY

Section 1. Sick Leave

- A. Following completion of six (6) months or continuous full time service, an employee shall be credited with six (6) days of sick leave. Thereafter for each calendar month or service in which the employee is paid for more than two-third

(2/3) of the working days in such month, they shall be credited with one (1) day of sick leave. Unused sick leave may be accumulated without limit.

- B. Upon the approval of the department head and the personnel Officer, an employee having less than six (6) months of continuous service may be permitted to use sick leave. Such sick leave shall be an advance on credited sick leave and, should the employee terminate before the completion of six (6) months of service, the amount of sick leave pay received will be deducted from their final check.
- C. Credited sick leave may be used for the absence on account of:
 - 1) An employee's bona fide illness, injury or pregnancy.
 - 2) The treatment or examination of the employee including, but not limited to, medical, dental, optometric, psychological or psychiatric.
 - 3) For serious illness or injury of a member of the employee's immediate family (i.e. spouse, parent, brother, sister, child, stepchild, mother-in-law, father-in-law, grandchild, or grandparent). Use of sick leave under this section is restricted to a maximum of six (6) days each fiscal year. For purposes of this section, "serious illness or injury" is defined as an illness or injury of such severity that death is imminent or someone be immediately available to assist the afflicted and/or monitor their condition.
- D. Sick leave usage is subject to the approval of the employee's department head or immediate supervisor, in the absence of the department head. The department head may require evidence in the form of a physician's certificate, or otherwise verifying the reason for an employee's absence during the time for which sick leave is requested. A failure to submit the required verification shall result in denial of sick leave usage and constitute grounds for disciplinary action.
- E. No employee shall be entitled to sick leave with pay while absent from duty on account of the following:
 - 1) Disability arising from sickness or injury supposedly self-inflicted or cause by any of their own willful misconduct.
 - 2) Sickness or disability sustained while on leave of absence without pay.
- F. Sick leave shall not be used in lieu of or in addition to vacation.
- G. An employee who has completed a minimum of five (5) years continuous service and who leaves in good standing shall be paid at their salary rate then in effect for 30% or their unused sick leave.

- H. Observed Holidays occurring during sick leave shall not be counted as a day of sick leave.
- I. Sick leave is not accrued by or credited to non-regular, emergency, seasonal, relief, or temporary employees paid solely on an hourly or daily basis.
- J. Part-time employees who regularly work at least twenty-nine (29) hours per week, but less than forty (40) hours per week, with at least six (6) months of continuous service shall be entitled to sick leave pay accrued at one-half (1/2) the rate of full-time employees.
- K. Any employee who does not use any sick time in a full fiscal year will be granted an added day of vacation, regular part-time positions shall receive 1/2 day, on July 1st of the next fiscal year.
- L. In the event that personnel have accumulated a balance of 480 hours or more of sick leave, employee may sell back a maximum of 100 hours per year at a rate of 30 percent of the employee's hourly rate.

Section 2. Vacation Accrual and Carryover Policy

- A. Employees shall accrue vacation at the following rates:

Years of Completed Service	Vacation Accrual
0 to 2	12 days (3.69 hrs/pay period)
3 to 4	13 days (4.00 hrs./pay period)
5 to 9	15 days (4.62 hrs/pay period)
10 to 14	18 days (5.54 hrs/pay period)
15 to 19	19 days (5.85 hrs/pay period)
20 +	20 days (6.14 hrs/pay period)

- B. Vacation accrual shall be capped at (3) three times the employee's annual accrual.
 - a. Employees who reach their cap will cease to accrue vacation leave time unless a waiver is provided at the request of their department head and approved by the City Manager.
- C. Regular part-time employees with at least six (6) months of continuous service shall accrue vacation time at the rate of 3.3 hours per month of service.

- a. Vacation accrual for part-time employees shall be capped at (1) one time the annual accrual.

Section 3. Use of Vacation Time

- A. After the completion of six (6) months of continuous service, an employee may apply for vacation leave not to exceed the number of hours earned.
- B. Vacations shall be taken at times approved by the department head with due regard to the wishes of the employee and the particular regard for needs of City.
- C. Unless otherwise provided by department rules, employees shall submit vacation requests to their supervisor at least ten (10) calendar days prior to the intended start of vacation.
- D. An employee who terminates their City employment shall be paid for all unused vacation.
- E. No person shall be permitted to work for compensation for City during their vacation.
- F. In the event of one or more City holidays fall within an annual vacation leave, such holiday shall not be charged as vacation leave, however, extension of the vacation leave for the period of such holiday(s) is subject to approval of the employee's department head.
- G. With the exception of terminating employees, pay will not be given in lieu of vacation time that is not taken.

Section 4. Vacation Buy Back

Each fiscal year, after using 60 hours of Vacation leave, an employee may sell back 30 hours of Vacation leave. In order to sell back hours, an employee must have a minimum of 100 hours in their bank before the employee can cash out the 30 hours.

Section 5. Holidays

All City Employees receive 118 hours of holiday time. Police shift personnel will receive Holiday in Lieu pay of 118 hours at their current hourly rate. In lieu pay shall be in two equal installments paid in December and June. They shall receive no extra compensation should they be required to work on a recognized holiday. In the event a police shift employee terminates employment (for any cause) in Lieu pay shall be prorated on a percentage basis.

Section 6. Civic Responsibility Leave

- A. Absence from work because of required trial jury duty will be considered an excused absence with pay. To receive his/her full salary the employee shall turn

into the administrative department any payment for trial jury duty, excluding pay for travel and meals.

- B. In accordance with the California Elections Code, Sections 14400 and 14401, if a registered voter employee does not have sufficient time outside of regular working hours within which to vote at general, direct primary or presidential primary elections, they may take off working time as will, when added to their voting time outside their working hours, enable them to vote. The scheduling of the time referenced above shall be subject to the prior approval of the respective department head and shall normally be at the beginning or end of a work shift. A maximum of two (2) hours may be taken with pay to vote provided a ballot stub is given to the department head upon returning to work.

Section 7. Temporary Military Leave

Payment of employees on temporary military leave as governed by section 395.1 of Military and Veteran Code of the State of California, which states:

“Any public employee which is on temporary military leave or absence and who has been in the service of the public agency from which the leave is taken for a period of not less than one year immediately prior to the date on which the absence begins shall be entitled to receive their salary or compensation as such public employee for the first thirty (30) days in any one year of public agency service, all service of said public employee in the recognized military service shall be counted as public agency service.”

Section 8. Bereavement Leave

In the event of the death of a member of the employee's immediate family (i.e., spouse, parent, brother, sister, child, stepchild, mother-in-law, father-in-law, grandchild or grandparent), an employee may use up to 5 days off with the approval of their department head. An employee may use up to 3 days of Sick Leave in addition to bereavement leave, if needed, with the approval of their department head.

ARTICLE V. HEALTH & WELFARE

Section 1. Workers Compensation

- A. An employee of City who is disabled, whether temporarily or permanently, by injury or illness arising out of and in the course of their duties, shall be compensated as follows: on the first, second and third day of the injury, employee shall use accrued sick leave, vacation, floating holiday and/or compensatory time off for full salary continuance.
- B. All City personnel shall receive workers compensation benefits as provided for under California law.

Section 2. Medical Verification

Employees may be required to provide medical verification of their ability to perform required tasks. Such verification may be requested when City has cause to believe that the employee's condition presents a hazard to the employee, other employees, or the public.

Section 3. Health, Dental and Vision Insurance

- A. For the period of July 1, 2021 through June 30, 2023 City of Farmersville shall pay the premiums for Tier 1 employees and their dependents for a Healthcare Program, Dental Plan, and Vision Plan in accordance with the rules and regulations governing those programs as described in Exhibit C at no cost to the employee.
- B. For the period of July 1, 2021 through June 30, 2023 Tier 2 employee's the City of Farmersville shall provide a fixed contribution of up to \$1000 towards the purchase of a Healthcare Program, Dental Plan, and Vision Plan for the employee and their dependents in accordance with the rules and regulations governing those programs as described in Exhibit C.
- C. Tier 1 Employees may, at their discretion, "Opt Out" of Healthcare coverage for their dependents, spouse, and themselves and be eligible for the following incentive, per pay period, for a maximum allowable incentive of \$150.00.
 - 1. Opt Out of Dependent coverage (all dependents) \$50
 - 2. Opt Out of Spousal coverage \$50
 - 3. Opt Out of Employee Coverage \$50

Section 4. Retirement

City shall provide the Public Employees Retirement System (PERS) retirement to all employees. City shall pay the required Employer contribution to PERS to maintain the two percent (2%) @ 55 program for "classic" employees and the two percent (2%) @ 57 program for "new" employees. Effective July 1, 2014 safety employees shall pay the employee contribution to PERS. At no time shall this cost exceed twelve percent (12%) of base pay in accordance with the Public Pension Reform Act (PEPRA). Any additional costs shall be paid by the City.

Additionally, City shall pay the full cost of the employee's share of Social Security tax, up to six point two percent (6.2%) of the employee's compensation. The contribution to social security by City for the employees shall not count in any computation towards the PERS retirement program provided for in this section.

Section 5. Life Insurance

City shall provide a life insurance policy of \$50,000 for each Police employee.

ARTICLE VI. POLICE BENEFITS

Section 1. Mileage Reimbursement

- A. Employees who, at City request, use private vehicles on City business shall be reimbursed for mileage at the current Federal GSA rate per mile. Prior approval from the department head must be obtained.

Section 2. Tuition Reimbursement Program

- A. All full time personnel are eligible to participate in City's tuition reimbursement program.
- B. Employees must obtain his/her department head's approval prior to take a requested course. This approval must be obtained in writing prior to starting the course.
- C. Each course approval is contingent upon there being a relationship between course and/or degree and the employee's present or reasonable anticipated duties. The department head shall determine whether such a relationship exists.
- D. Once the department head approval is obtained the request will be forwarded to City manager for final approval. Upon successful completion of the class, (grade "B-" or better) the employee shall provide the finance department with a copy of the grade report and all receipts and cancelled checks relating to the tuition expenses incurred. Once all necessary information is received by finance, the finance department will make the appropriate payment.
- E. Reimbursement will not exceed the per unit cost for an equivalent class taken at a state college/university subject to a maximum reimbursement in any one fiscal year of \$2,000 per employee.
- F. Employees that terminate employment with City, voluntarily or involuntarily prior to five years after completing a course that he/she received a tuition reimbursement, shall be responsible to pay back to City a portion of the reimbursement received. For each month worked after the reimbursed course is completed, employee shall be forgiven 2.78% of the reimbursement.

Section 3. Bilingual Pay

- A. Effective July 1, 2021, any new eligible employees shall receive \$100 a month for fluency in conversational and written Spanish. Such fluency shall be determined

through a competency examination developed and administered by City.

- B. Any employees receiving bilingual pay prior to July 1, 2021, shall have their 3.5% incentive pay converted to their equivalent dollar amount as of June 30, 2021. These employees shall receive the converted fixed amount going forward regardless of changes to salary.

Section 4. Long Term Disability and Life Insurance

All full time employees are provided long term disability and life insurance coverage.

Section 5. Union Membership

With the written authorization of the employee City will forward to those recognized employee organizations or if a fair share payment, those payments directed by the employee out of their payroll check.

Section 6. Vehicle Take-Home Program

The following positions shall be allowed to take home City vehicles pursuant to those policies adopted by their respective departments: all Police Officers that live within 25 miles of the Farmersville Police Department Headquarters, Sergeants, K-9 Officer, or those personnel with prior approval on a case-by-case basis.

Section 7. Incentive Pay

- A. City shall provide 5% above the employee's normal hourly or monthly rate for the period in which he/she is acting as a Field Training Officer of a full-time Farmersville sworn Police Officer.
- B. City shall provide 5% above the employee's normal hourly or monthly rate for the period in which he/she is acting as a K-9 Unit Police Officer.

Section 8. Educational Incentive Pay

- A. City shall provide 3% above the employee's normal hourly or monthly rate if employee possesses an Associates of Arts degree from an accredited institution of learning or an Intermediate POST certificate.
- B. City shall provide 6% above the employee's normal hourly or monthly rate if employee possesses a Bachelor's of Arts or Bachelors of Science degree from an accredited institution of learning or an Advanced POST certificate.
- C. It shall be the employee's responsibility to submit a request in writing along with verifying documentation in order to receive the above described incentive pay and must be approved by the employees Department Head and the City Manager

Section 9. Deferred Compensation

If employee elects to participate in a voluntary deferred compensation retirement program, City shall match each dollar contributed by employee up to 3 percent of employee's reoccurring pay.

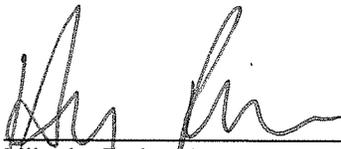
Section 10. Longevity Pay

After an employee has worked for City for at least ten years, employee shall be entitled to Longevity Pay. Longevity Pay shall equal 5% of employee's base salary and shall only be awarded pending the following two conditions: Employee is on the top step of his/her job classification scale and the employee has received a satisfactory rating in his/her most recent annual performance evaluation. An additional 5% shall be paid in the event the employee has worked for at least 20 years and the same conditions above exist.

IN WITNESS WHEREOF, the parties hereto have executed this Memorandum of Understanding this 12th day of July, 2021.

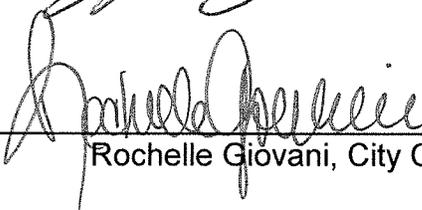
POLICE OFFICERS ASSOCIATION

CITY OF FARMERSVILLE

By: 
Hilario Palomino

By: 
Jennifer Gomez, City Manager

By: 
Troy Evrett

Attest: 
Rochelle Giovani, City Clerk

Approved as to Form:


Michael Schulte, City Attorney

Exhibit A

SALARY SCHEDULE-TIER 1 7/1/2021

BU	DEPT	POSITION	RANGE	MONTHLY						ANNUALLY					
				A	B	C	D	E	F	A	B	C	D	E	F
MR	404	Administrative Analyst	8©	4,721	4,957	5,205	5,465	5,738	6,025	56,649	59,481	62,455	65,578	68,857	72,300
M	414	Development Coordinator	8©	4,554	4,782	5,021	5,272	5,535	5,812	54,646	57,378	60,247	63,260	66,423	69,744
MR	404	Human Resources Manager	8©	6,068	6,371	6,690	7,024	7,376	7,744	72,816	76,457	80,279	84,293	88,508	92,934
DH	404	Director of Finance & Administration	19	8,627	9,058	9,511	9,987	10,486	11,010	103,524	108,700	114,135	119,842	125,834	132,126
DH	404	Finance Director	18	7,451	7,823	8,215	8,625	9,057	9,509	89,411	93,881	98,575	103,504	108,679	114,113
MR	404	Finance Manager	17	6,220	6,531	6,857	7,200	7,560	7,938	74,636	78,368	82,286	86,401	90,721	95,257
M	404	Account Clerk I	1(b)	2,796	2,936	3,083	3,237	3,399	3,568	33,551	35,229	36,991	38,840	40,782	42,821
M	404	Account Clerk II	2(a)	3,747	3,934	4,131	4,337	4,554	4,782	44,962	47,210	49,571	52,049	54,652	57,384
M	411	Technical Service Clerk	1(a)	3,255	3,417	3,588	3,768	3,956	4,154	39,055	41,008	43,058	45,211	47,471	49,845
POA	411	Police Officer	5(b)	4,140	4,347	4,564	4,792	5,032	5,284	49,677	52,161	54,769	57,508	60,383	63,402
POA	411	Corporal	7	4,348	4,565	4,793	5,033	5,285	5,549	52,173	54,782	57,521	60,397	63,417	66,588
POA	411	Police Sergeant	8(a)	5,548	5,825	6,117	6,422	6,744	7,081	66,576	69,905	73,400	77,070	80,923	84,970
MR	411	Police Commander	9(b)	7,436	7,807	8,198	8,608	9,038	9,490	89,226	93,687	98,372	103,290	108,455	113,878
DH	411	Police Chief	17	9,377	9,845	10,338	10,855	11,397	11,967	112,519	118,145	124,052	130,255	136,767	143,606
M	414	Code Enforcement Officer	5(a)	3,862	4,055	4,258	4,471	4,694	4,929	46,345	48,662	51,095	53,650	56,333	59,149
DH	420	Fire Chief	20	9,090	9,545	10,022	10,523	11,049	11,602	109,083	114,537	120,264	126,277	132,591	139,221
FO	420	Fire Lieutenant	5(a)	3,820	4,010	4,211	4,422	4,643	4,875	45,834	48,126	50,532	53,059	55,712	58,497
FO	420	Fire Captain	8(b)	5,119	5,374	5,643	5,925	6,222	6,533	61,422	64,493	67,718	71,104	74,659	78,392
M	425	Maintenance Worker I	2(b)	2,892	3,037	3,189	3,348	3,516	3,692	34,710	36,445	38,267	40,181	42,190	44,299
M	425	Maintenance Worker II	3	3,876	4,070	4,274	4,487	4,712	4,947	46,514	48,840	51,282	53,846	56,538	59,365
MR	425	Public Works Supervisor	9(a)	5,194	5,454	5,727	6,013	6,314	6,629	62,332	65,449	68,722	72,158	75,765	79,554
DH	425	Public Works Director	19	6,960	7,308	7,674	8,057	8,460	8,883	83,523	87,699	92,084	96,688	101,523	106,599

SALARY SCHEDULE-TIER 1
7/1/2022

BU DEPT	POSITION	RANGE	MONTHLY						ANNUALLY					
			A	B	C	D	E	F	A	B	C	D	E	F
MR 404	Administrative Analyst	8@	4,815	5,056	5,309	5,574	5,853	6,146	57,782	60,671	63,705	66,890	70,234	73,746
M 414	Development Coordinator	8@	4,645	4,877	5,121	5,377	5,646	5,928	55,739	58,526	61,452	64,525	67,751	71,139
MR 404	Human Resources Manager	8@	6,189	6,499	6,824	7,165	7,523	7,899	74,272	77,986	81,885	85,979	90,278	94,792
DH 404	Director of Finance & Administration	19	8,800	9,240	9,701	10,187	10,696	11,231	105,594	110,874	116,418	122,239	128,351	134,768
DH 404	Finance Director	18	7,600	7,980	8,379	8,798	9,238	9,700	91,199	95,759	100,547	105,574	110,853	116,395
MR 404	Finance Manager	17	6,344	6,661	6,994	7,344	7,711	8,097	76,129	79,935	83,932	88,129	92,535	97,162
M 404	Account Clerk I	1(b)	2,852	2,994	3,144	3,301	3,466	3,640	34,223	35,934	37,730	39,617	41,598	43,678
M 404	Account Clerk II	2(a)	3,822	4,013	4,214	4,424	4,645	4,878	45,861	48,155	50,562	53,090	55,745	58,532
M 411	Technical Service Clerk	1(a)	3,320	3,486	3,660	3,843	4,035	4,237	39,836	41,828	43,919	46,115	48,421	50,842
POA 411	Police Officer	5(b)	4,223	4,434	4,655	4,888	5,133	5,389	50,671	53,204	55,865	58,658	61,591	64,670
POA 411	Corporal	7	4,435	4,656	4,889	5,134	5,390	5,660	53,217	55,877	58,671	61,605	64,685	67,919
POA 411	Police Sergeant	8(a)	5,659	5,942	6,239	6,551	6,878	7,222	67,907	71,303	74,868	78,611	82,542	86,669
MR 411	Police Commander	9(b)	7,584	7,963	8,362	8,780	9,219	9,680	91,011	95,561	100,339	105,356	110,624	116,155
DH 411	Police Chief	17	9,377	9,845	10,338	10,855	11,397	11,967	112,519	118,145	124,052	130,255	136,767	143,606
M 414	Code Enforcement Officer	5(a)	3,939	4,136	4,343	4,560	4,788	5,028	47,272	49,635	52,117	54,723	57,459	60,332
DH 420	Fire Chief	20	9,272	9,736	10,222	10,734	11,270	11,834	111,265	116,828	122,669	128,803	135,243	142,005
FO 420	Fire Lieutenant	5(a)	3,896	4,091	4,295	4,510	4,736	4,972	46,751	49,088	51,543	54,120	56,826	59,667
FO 420	Fire Captain	8(b)	5,221	5,482	5,756	6,044	6,346	6,663	62,651	65,783	69,072	72,526	76,152	79,960
M 425	Maintenance Worker I	2(b)	2,950	3,098	3,253	3,415	3,586	3,765	35,404	37,174	39,033	40,984	43,034	45,185
M 425	Maintenance Worker II	3	3,954	4,151	4,359	4,577	4,806	5,046	47,445	49,817	52,308	54,923	57,669	60,553
MR 425	Public Works Supervisor	9(a)	5,298	5,563	5,841	6,133	6,440	6,762	63,579	66,758	70,096	73,601	77,281	81,145
DH 425	Public Works Director	19	7,099	7,454	7,827	8,218	8,629	9,061	85,193	89,453	93,926	98,622	103,553	108,731

Exhibit B

SALARY SCHEDULE-TIER 2
7/1/2021

BU DEPT	POSITION	RANGE	MONTHLY												ANNUALLY											
			A	B	C	D	E	F	G	H	I	A	B	C	D	E	F	G	H	I						
MR 404	Administrative Analyst	8@	4,721	4,868	5,020	5,177	5,339	5,506	5,678	5,855	6,038	56,649	58,419	60,245	62,128	64,069	66,071	68,136	70,265	72,461						
M 414	Development Coordinator	8@	4,554	4,696	4,843	4,994	5,150	5,311	5,477	5,648	5,825	54,646	56,354	58,115	59,931	61,804	63,735	65,727	67,781	69,899						
MR 404	Human Resources Manager	8@	6,068	6,258	6,453	6,655	6,863	7,077	7,298	7,526	7,762	72,816	75,091	77,438	79,858	82,353	84,927	87,581	90,318	93,140						
DH 404	Director of Finance & Administration	19	8,627	8,897	9,175	9,461	9,757	10,062	10,376	10,701	11,035	103,524	106,759	110,095	113,536	117,084	120,742	124,516	128,407	132,420						
DH 404	Finance Director	18	7,451	7,684	7,924	8,171	8,427	8,690	8,962	9,242	9,531	89,411	92,205	95,086	98,058	101,122	104,282	107,541	110,901	114,367						
MR 404	Finance Manager	17	6,220	6,414	6,614	6,821	7,034	7,254	7,481	7,715	7,956	74,636	76,969	79,374	81,854	84,412	87,050	89,770	92,576	95,469						
M 404	Account Clerk I	1(b)	2,796	2,883	2,973	3,066	3,162	3,261	3,363	3,468	3,576	33,551	34,600	35,681	36,796	37,946	39,132	40,355	41,616	42,916						
M 404	Account Clerk II	2(a)	3,755	3,873	3,994	4,118	4,247	4,380	4,517	4,658	4,803	45,062	46,470	47,923	49,420	50,965	52,557	54,200	55,893	57,640						
M 411	Technical Service Clerk	1(a)	3,255	3,356	3,461	3,569	3,681	3,796	3,915	4,037	4,163	39,055	40,275	41,534	42,832	44,170	45,551	46,974	48,442	49,956						
POA 411	Police Officer	5(b)	4,140	4,269	4,403	4,540	4,682	4,828	4,979	5,135	5,295	49,677	51,230	52,831	54,482	56,184	57,940	59,751	61,618	63,543						
POA 411	Corporal	7	4,348	4,484	4,624	4,768	4,917	5,071	5,229	5,393	5,561	52,173	53,803	55,485	57,219	59,007	60,851	62,752	64,713	66,736						
POA 411	Police Sergeant	8(a)	5,548	5,721	5,900	6,085	6,275	6,471	6,673	6,882	7,097	66,576	68,656	70,802	73,014	75,296	77,649	80,076	82,578	85,159						
MR 411	Police Commander	9(b)	7,436	7,668	7,907	8,155	8,409	8,672	8,943	9,223	9,511	89,226	92,014	94,890	97,855	100,913	104,067	107,319	110,672	114,131						
DH 411	Police Chief	17	9,377	9,670	9,972	10,283	10,605	10,936	11,278	11,630	11,994	112,519	116,035	119,651	123,401	127,257	131,234	135,335	139,564	143,925						
M 414	Code Enforcement Officer	5(a)	3,862	3,983	4,107	4,236	4,368	4,504	4,645	4,790	4,940	46,345	47,793	49,287	50,827	52,415	54,053	55,742	57,484	59,281						
DH 420	Fire Chief	20	9,090	9,374	9,667	9,969	10,281	10,602	10,934	11,275	11,628	109,083	112,492	116,007	119,633	123,371	127,226	131,202	135,302	139,531						
FO 420	Fire Lieutenant	5(a)	3,820	3,939	4,062	4,189	4,320	4,455	4,594	4,738	4,886	45,834	47,267	48,744	50,267	51,838	53,458	55,128	56,851	58,628						
FO 420	Fire Captain	8(b)	5,130	5,290	5,456	5,626	5,802	5,983	6,170	6,363	6,562	61,559	63,483	65,466	67,512	69,622	71,798	74,041	76,355	78,741						
M 425	Maintenance Worker I	2(b)	2,892	2,983	3,076	3,172	3,271	3,374	3,479	3,588	3,700	34,710	35,794	36,913	38,067	39,256	40,483	41,748	43,053	44,398						
M 425	Maintenance Worker II	3	3,885	4,006	4,131	4,261	4,394	4,531	4,673	4,819	4,969	46,618	48,075	49,577	51,126	52,724	54,372	56,071	57,823	59,630						
MR 425	Public Works Supervisor	9(a)	5,194	5,357	5,524	5,697	5,875	6,058	6,248	6,443	6,644	62,332	64,280	66,289	68,361	70,497	72,700	74,972	77,315	79,731						
DH 425	Public Works Director	19	6,960	7,178	7,402	7,633	7,872	8,118	8,372	8,633	8,903	83,523	86,133	88,825	91,600	94,463	97,415	100,459	103,598	106,836						

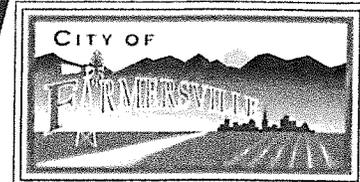
SALARY SCHEDULE-TIER 2
7/1/2022

BU	DEPT	POSITION	RANGE	MONTHLY												ANNUALLY											
				A	B	C	D	E	F	G	H	I	A	B	C	D	E	F	G	H	I						
MR	404	Administrative Analyst	8@	4,815	4,966	5,121	5,281	5,446	5,616	5,792	5,973	6,159	57,782	59,588	61,450	63,370	65,350	67,393	69,499	71,670	73,910						
M	414	Development Coordinator	8@	4,645	4,790	4,940	5,094	5,253	5,417	5,587	5,761	5,941	55,739	57,481	59,277	61,129	63,040	65,010	67,041	69,136	71,297						
MR	404	Human Resources Manager	8@	6,189	6,383	6,582	6,786	7,000	7,219	7,444	7,677	7,917	74,272	76,593	78,987	81,455	84,001	86,626	89,333	92,124	95,003						
DH	404	Director of Finance & Administration	19	8,800	9,075	9,358	9,651	9,952	10,263	10,584	10,915	11,256	105,594	108,894	112,297	115,806	119,425	123,157	127,006	130,975	135,068						
DH	404	Finance Director	18	7,600	7,837	8,082	8,335	8,595	8,864	9,141	9,427	9,721	91,199	94,049	96,988	100,019	103,144	106,368	109,692	113,119	116,654						
MR	404	Finance Manager	17	6,344	6,542	6,747	6,958	7,175	7,399	7,630	7,869	8,115	76,129	78,508	80,961	83,491	86,101	88,791	91,566	94,427	97,378						
M	404	Account Clerk I	1(b)	2,852	2,941	3,033	3,128	3,225	3,326	3,430	3,537	3,648	34,223	35,292	36,395	37,532	38,705	39,915	41,162	42,448	43,775						
M	404	Account Clerk II	2(a)	3,830	3,950	4,073	4,201	4,332	4,467	4,607	4,751	4,899	45,963	47,400	48,881	50,409	51,984	53,608	55,284	57,011	58,793						
M	411	Technical Service Clerk	1(a)	3,320	3,423	3,530	3,641	3,754	3,872	3,993	4,118	4,246	39,836	41,081	42,365	43,688	45,054	46,462	47,914	49,411	50,955						
POA	411	Police Officer	5(b)	4,223	4,355	4,491	4,631	4,776	4,925	5,079	5,238	5,401	50,671	52,254	53,887	55,571	57,308	59,099	60,946	62,850	64,814						
POA	411	Corporal	7	4,435	4,573	4,716	4,864	5,016	5,172	5,334	5,501	5,673	53,217	54,880	56,595	58,363	60,187	62,068	64,007	66,008	68,070						
POA	411	Police Sergeant	8(a)	5,659	5,836	6,018	6,206	6,400	6,600	6,806	7,019	7,238	67,907	70,030	72,218	74,475	76,802	79,202	81,677	84,230	86,862						
MR	411	Police Commander	9(b)	7,584	7,821	8,066	8,318	8,578	8,846	9,122	9,407	9,701	91,011	93,855	96,788	99,812	102,931	106,148	109,465	112,886	116,414						
DH	411	Police Chief	17	9,377	9,670	9,972	10,283	10,605	10,936	11,278	11,630	11,994	112,519	116,035	119,651	123,401	127,257	131,234	135,335	139,564	143,925						
M	414	Code Enforcement Officer	5(a)	3,939	4,062	4,189	4,320	4,455	4,595	4,738	4,886	5,039	47,272	48,749	50,272	51,843	53,464	55,134	56,857	58,634	60,466						
DH	420	Fire Chief	20	9,272	9,562	9,851	10,169	10,487	10,814	11,152	11,501	11,860	111,265	114,742	118,328	122,025	125,839	129,771	133,826	138,008	142,321						
FO	420	Fire Lieutenant	5(a)	3,896	4,018	4,143	4,273	4,406	4,544	4,686	4,832	4,983	46,751	48,212	49,718	51,272	52,874	54,527	56,231	57,988	59,800						
FO	420	Fire Captain	8(b)	5,233	5,396	5,565	5,739	5,918	6,103	6,294	6,490	6,693	62,790	64,752	66,776	68,863	71,014	73,234	75,522	77,882	80,316						
M	425	Maintenance Worker I	2(b)	2,950	3,043	3,138	3,236	3,337	3,441	3,549	3,659	3,774	35,404	36,510	37,651	38,828	40,041	41,293	42,583	43,914	45,286						
M	425	Maintenance Worker II	3	3,963	4,066	4,214	4,346	4,482	4,622	4,766	4,915	5,069	47,550	49,036	50,569	52,149	53,778	55,459	57,192	58,979	60,822						
MR	425	Public Works Supervisor	9(a)	5,298	5,464	5,635	5,811	5,992	6,179	6,373	6,572	6,777	63,579	65,566	67,615	69,728	71,907	74,154	76,471	78,861	81,325						
DH	425	Public Works Director	19	7,099	7,321	7,550	7,786	8,029	8,280	8,539	8,806	9,081	85,193	87,856	90,601	93,432	96,352	99,363	102,468	105,670	108,973						

Benefits Overview – Plan 1

Your benefits are an important part of your overall compensation. This overview was designed to answer some of the basic questions you may have about your benefits.

January 1, 2021 – December 31, 2021



Eligibility

You are eligible for benefits if you work 30 or more hours per week. You may also enroll your eligible family members under certain plans you choose for yourself. Eligible family members include:

- ▶ Your legally married spouse.
- ▶ Your Registered Domestic Partner (RDP) and their children, where applicable by state law.
- ▶ Your children who are your natural children, stepchildren, adopted children, or children for whom you have legal custody (age restrictions may apply). Disabled children age 26 or older who meet certain criteria may continue on your health coverage.

Choose Carefully!

Due to IRS regulations, you cannot change your elections until the next annual Open Enrollment period, unless you have a Qualifying Event during the year. Following are examples of the most common Qualifying Events:

- ▶ Marriage or divorce
- ▶ Birth or adoption of a child
- ▶ Child reaching age 26
- ▶ Death of a spouse, Registered Domestic Partner (RDP), or child
- ▶ Change in child custody
- ▶ Change in coverage election made by your spouse/RDP during his/her employer's Open Enrollment period
- ▶ You lose coverage under your spouse's/RDP's plan

Making Changes

To make changes to your benefit elections, you must contact Human Resources within 31 days of the qualified event (including newborns). Be prepared to show documentation of the event such as a marriage license, birth certificate, or a divorce decree. If changes are not submitted on time, you must wait until the next Open Enrollment period to make your election changes.

Required Information – when you enroll, you will be required to enter a Social Security number (SSN) for all covered dependents. The Affordable Care Act (ACA), otherwise known as health care reform, requires the company to report this information to the IRS each year to show that you and your dependents have coverage and are not subject to a federal tax penalty. This information will be securely submitted to the IRS and will remain confidential.

Medical Plan

Key Medical Benefits	Blue Shield of California/ASI Bronze Full PPO 6250/70 OffEx with ASI MERP	
	Employee Pays/Responsibility	Employer Pays
Embedded Deductible (per calendar year)		
Individual / Family	\$250 / \$500 ¹	None
Covered Services		
Office Visits (physician / specialist)	\$20/visit (deductible waived)	Employer pays balance
Routine Preventive Care	0% (deductible waived)	Carrier paid
Emergency Room	0%* (waived if admitted)	100%
Urgent Care Facility	\$20/visit (deductible waived)	Employer pays balance
Inpatient Hospital Stay / Outpatient Hospital	0%*	100%
Teladoc	0% (deductible waived)	Carrier paid
Prescription Drugs (Tier 1 / Tier 2 / Tier 3 / Tier 4)		
Deductible	\$0	None
Retail Pharmacy (30 day supply)	\$10 (deductible waived) / \$20* / \$35* / 30% up to \$500 max*	Employer pays balance
Out-of-Pocket Under the Blue Shield Deductible for Individual / Family: \$1,050 / \$2,100		
Benefits After Blue Shield Deductible Has Been Met		City Pays / Blue Shield Pays
Most Covered Expenses	40%	City: 0% / Blue Shield: 60%
Out-of-Pocket (Employee Only / Employee with Dependents)	\$1,950 / \$3,900 ²	City: \$0 / Blue Shield: Balance
Employee Maximum Out-of-Pocket for Individual / Family: \$3,000 / \$6,000		

Please refer to the Blue Shield Plan document for complete details of covered benefits. Your ASI reimbursement plan follows your Blue Shield benefits.

* Benefits with an asterisk (*) require that the deductible be met before the Plan begins to pay.

1. If you enroll one or more family members, each member must meet their own individual deductible until the family deductible is met.

2. If you enroll one or more family members, each member must meet their own individual out-of-pocket until the family out-of-pocket is met.

Dental Plan

Key Dental Benefits	MetLife PPO 100/80/50 \$1,500 w/Ortho	
	In-Network	Out-of-Network ¹
Deductible (per calendar year) (waived for preventive)		
Individual	\$25	\$50
Family	\$75	\$150
Benefit Maximum (per calendar year; Preventive, Basic, and Major Services combined)		
Per Individual	\$1,500	\$1,500
Covered Services		
Preventive Services	100%	100%
Basic Services	80% after deductible	70% after deductible
Major Services	50% after deductible	50% after deductible
Orthodontia (Children only up to age 19)	50% after deductible	50% after deductible
Orthodontia Lifetime Maximum (Per Individual)	\$1,500	\$1,500

1. If you use an out-of-network provider, you will be responsible for any charges above the maximum allowed amount.

Vision Plan

We are pleased to offer you a vision plan through MetLife. If you use a MetLife provider, exams are subject to a \$10 copay, materials require a \$10 copay and frames are covered up to \$150. Exams, lenses and frames are covered once every 12 months.

Life/AD&D

Basic Life and Accidental Death and Dismemberment (AD&D) coverage is provided through Mutual of Omaha at **NO COST**. You also have the opportunity to purchase additional Supplemental coverage at affordable group rates through Mutual of Omaha.

Basic Coverage Class 1: \$50,000 maximum
Basic Coverage Class 2: \$100,000 maximum

Supplemental Coverage: Employee coverage \$20,000 up to a maximum of 5 times annual salary, up to \$250,000; spouse/RDP coverage up to a maximum of \$25,000 (not to exceed 50% of your additional life coverage) and child(ren) coverage up to \$10,000 (not to exceed 50% of your additional life coverage).

Telemedicine

City of Farmersville provides Teladoc coverage to all employees enrolled in the Blue Shield medical plan. Teladoc is a program designed specifically to save you time and money by utilizing technology to provide efficient, immediate access to healthcare solutions and other personal services! Visit member.teladoc.com/registrations or call 1.800.835.2362.

Ease

To enroll online and access any supplemental materials go to our benefits website at <https://cityoffarmersville.ease.com>. Please contact Jon Wiebe at jon.wiebe@hubinternational.com if you have any issues or need your password reset.

DISCLAIMER: The material in this benefits brochure is for informational purposes only and is neither an offer of coverage or medical or legal advice. It contains only a partial description of plan or program benefits and does not constitute a contract. Please refer to the Summary Plan Description (SPD) for complete plan details. In case of a conflict between your plan documents and this information, the plan documents will always govern. **Annual Notices:** ERISA and various other state and federal laws require that employers provide disclosure and annual notices to their plan participants. The Company will distribute all required notices annually.

Disability

You are provided Disability Insurance through Mutual of Omaha at **NO COST**. Disability Insurance provides benefits that replace part of your lost income when you become unable to work due to a covered injury or illness.

Short-Term Disability (STD): Benefit amount is equal to 66 2/3% of your weekly earnings up to \$1,000 weekly maximum. Benefits begin on the 2nd day of your disabling injury or on the 8th day of your disabling illness.

Long-Term Disability (LTD): Benefit amount is equal to 66 2/3% of your monthly earnings up to \$5,000 monthly maximum. Benefits begin on the later of 90 days after the onset of your disabling injury or illness or the date STD ends.

Contacts

- ▶ Medical: **Blue Shield of California** – 888.319.5999 – www.blueshieldca.com
- ▶ Medical: **ASI** – 866.777.1320 – www.asibenefits.com
- ▶ Dental: **MetLife** – 800.275.4638 – www.metlife.com/mybenefits
- ▶ Vision: **MetLife** – 800.275.4638 – www.metlife.com/mybenefits
- ▶ Life/AD&D, STD, LTD: **Mutual of Omaha** – 800.775.6000 – www.mutualofomaha.com
- ▶ Telemedicine: **Teladoc** – 800.835.2362 – www.teladoc.com
- ▶ Benefits Consultant: **Shaylyn Lewis** – **Der Manouel Insurance Group/HUB International** – 559.721.4817 – shaylyn.lewis@hubinternational.com
- ▶ Customer Service Agent: **Maria Pena** – **Der Manouel Insurance Group/HUB International** – 559.721.4803 – maria.pena@hubinternational.com

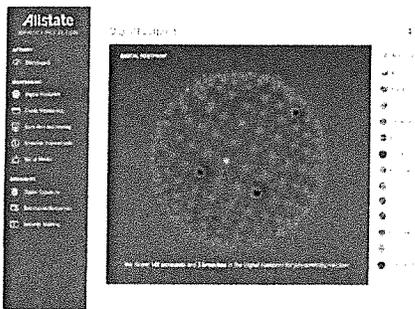




Identity protection that keeps up with your digital life

Your identity is made up of more than your Social Security number and credit score. That's why we do more than monitor your credit reports. We help you look after your online activity, from financial transactions to what you share on social media — so you can protect the trail of data you leave behind.

Introducing our next evolution in identity protection. For over 85 years, we've been protecting what matters most. Now we're providing protection from a wide range of identity threats, so you can keep loving what technology adds to your life.



Sign up during open enrollment

Questions? 1.800.789.2720

Allstate Identity Protection Pro Plus

- ✓ See your personal data
- ✓ Manage it with real time alerts
- ✓ Protect your identity and finances from fraud*

With Allstate Identity Protection Pro Plus you'll be able to

 See and control your personal data with our unique tool, Allstate Digital Footprint™

 Monitor social media accounts for questionable content and signs of account takeover

 Check your identity health score

 View and manage alerts in real time

 Catch fraud at its earliest sign with tri-bureau monitoring and an annual tri-bureau credit report and score

 Lock your TransUnion credit report in a click and get credit freeze assistance

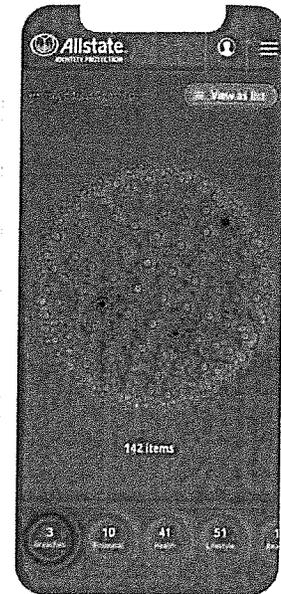
 Get help disputing errors on your credit report

 See if your IP addresses have been compromised

 Receive alerts for cash withdrawals, balance transfers, and large purchases

 Get reimbursed for fraud-related losses like stolen 401(k) & HSA funds or fraudulent tax returns with our \$1 million identity theft insurance policy*

 Protect yourself and your family (everyone that's "under your roof and wallet")*



Protect yourself and your family

Kids' online identities can grow up faster than they do. Our Family Plan provides coverage for kids and teens of all ages, so you can help protect their personal data and give them a safe head start. If they are dependent on you financially or live under your roof, they're covered.*

*For family plans only

*Identity theft insurance underwritten by insurance company subsidiaries or affiliates of Assurant. The description herein is a summary and intended for informational purposes only and does not include all terms, conditions and exclusions of the policies described. Please refer to the actual policies for terms, conditions, and exclusions of coverage. Coverage may not be available in all jurisdictions.

It's easy to get started

1. Enroll in Allstate Identity Protection Pro Plus

You're protected from your effective date. Our auto-on credit monitoring alerts require no additional setup.

2. Activate key features

Explore additional features in our easy-to-use portal. The more we monitor, the safer you can be.

3. Live your best life online

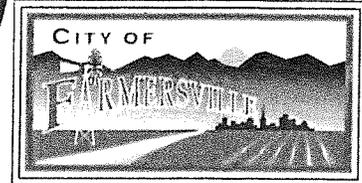
In the event of identity theft or fraud, you'll receive an alert as soon as it's detected.



Benefits Overview – Plan 2

Your benefits are an important part of your overall compensation. This overview was designed to answer some of the basic questions you may have about your benefits.

January 1, 2021 – December 31, 2021



Eligibility

You are eligible for benefits if you work 30 or more hours per week. You may also enroll your eligible family members under certain plans you choose for yourself. Eligible family members include:

- ▶ Your legally married spouse.
- ▶ Your Registered Domestic Partner (RDP) and their children, where applicable by state law.
- ▶ Your children who are your natural children, stepchildren, adopted children, or children for whom you have legal custody (age restrictions may apply). Disabled children age 26 or older who meet certain criteria may continue on your health coverage.

Choose Carefully!

Due to IRS regulations, you cannot change your elections until the next annual Open Enrollment period, unless you have a Qualifying Event during the year. Following are examples of the most common Qualifying Events:

- ▶ Marriage or divorce
- ▶ Birth or adoption of a child
- ▶ Child reaching age 26
- ▶ Death of a spouse, Registered Domestic Partner (RDP), or child
- ▶ Change in child custody
- ▶ Change in coverage election made by your spouse/RDP during his/her employer's Open Enrollment period
- ▶ You lose coverage under your spouse's/RDP's plan

Making Changes

To make changes to your benefit elections, you must contact Human Resources within 31 days of the qualified event (including newborns). Be prepared to show documentation of the event such as a marriage license, birth certificate, or a divorce decree. If changes are not submitted on time, you must wait until the next Open Enrollment period to make your election changes.

Required Information – when you enroll, you will be required to enter a Social Security number (SSN) for all covered dependents. The Affordable Care Act (ACA), otherwise known as health care reform, requires the company to report this information to the IRS each year to show that you and your dependents have coverage and are not subject to a federal tax penalty. This information will be securely submitted to the IRS and will remain confidential.

Medical Plan

Key Medical Benefits	Blue Shield of California/ASI Bronze Full PPO 6250/70 OffEx with ASI MERP	
	Employee Pays/Responsibility	Employer Pays
Embedded Deductible (per calendar year)		
Individual / Family	\$500 / \$1,000 ¹	None
Covered Services		
Office Visits (physician / specialist)	\$20/visit (deductible waived)	Employer pays balance
Routine Preventive Care	0% (deductible waived)	Carrier paid
Emergency Room	\$150 + 20%* (waived if admitted)	Employer pays balance
Urgent Care Facility	\$20/visit (deductible waived)	Employer pays balance
Inpatient Hospital Stay / Outpatient Hospital	20%*	80%
Teladoc	0% (deductible waived)	Carrier paid
Prescription Drugs (Tier 1 / Tier 2 / Tier 3 / Tier 4)		
Deductible	\$0	None
Retail Pharmacy (30 day supply)	\$10 (deductible waived) / \$20* / \$35* / 30% up to \$500 max*	Employer pays balance
Out-of-Pocket Under the Blue Shield Deductible for Individual / Family: \$2,250 / \$4,500		
Benefits After Blue Shield Deductible Has Been Met		City Pays / Blue Shield Pays
Most Covered Expenses	40%	City: 0% / Blue Shield: 60%
Out-of-Pocket (Employee Only / Employee with Dependents)	\$1,950 / \$3,900 ²	City: \$0 / Blue Shield: Balance
Employee Maximum Out-of-Pocket for Individual / Family: \$4,200 / \$8,400		

Please refer to the Blue Shield Plan document for complete details of covered benefits. Your ASI reimbursement plan follows your Blue Shield benefits.

* Benefits with an asterisk (*) require that the deductible be met before the Plan begins to pay.

1. If you enroll one or more family members, each member must meet their own individual deductible until the family deductible is met.

2. If you enroll one or more family members, each member must meet their own individual out-of-pocket until the family out-of-pocket is met.

Dental Plan

Key Dental Benefits	MetLife PPO 100/80/50 \$1,500 w/Ortho	
	In-Network	Out-of-Network ¹
Deductible (per calendar year) (waived for preventive)		
Individual	\$25	\$50
Family	\$75	\$150
Benefit Maximum (per calendar year; Preventive, Basic, and Major Services combined)		
Per Individual	\$1,500	\$1,500
Covered Services		
Preventive Services	100%	100%
Basic Services	80% after deductible	70% after deductible
Major Services	50% after deductible	50% after deductible
Orthodontia (Children only up to age 19)	50% after deductible	50% after deductible
Orthodontia Lifetime Maximum (Per Individual)	\$1,500	\$1,500

1. If you use an out-of-network provider, you will be responsible for any charges above the maximum allowed amount.

Vision Plan

We are pleased to offer you a vision plan through MetLife. If you use a MetLife provider, exams are subject to a \$10 copay, materials require a \$10 copay and frames are covered up to \$150. Exams, lenses and frames are covered once every 12 months.

Life/AD&D

Basic Life and Accidental Death and Dismemberment (AD&D) coverage is provided through Mutual of Omaha at **NO COST**. You also have the opportunity to purchase additional Supplemental coverage at affordable group rates through Mutual of Omaha.

Basic Coverage Class 1: \$50,000 maximum
Basic Coverage Class 2: \$100,000 maximum

Supplemental Coverage: Employee coverage \$20,000 up to a maximum of 5 times annual salary, up to \$250,000; spouse/RDP coverage up to a maximum of \$25,000 (not to exceed 50% of your additional life coverage) and child(ren) coverage up to \$10,000 (not to exceed 50% of your additional life coverage).

Telemedicine

City of Farmersville provides Teladoc coverage to all employees enrolled in the Blue Shield medical plan. Teladoc is a program designed specifically to save you time and money by utilizing technology to provide efficient, immediate access to healthcare solutions and other personal services! Visit member.teladoc.com/registrations or call 1.800.835.2362.

Ease

To enroll online and access any supplemental materials go to our benefits website at <https://cityoffarmersville.ease.com>. Please contact Jon Wiebe at jon.wiebe@hubinternational.com if you have any issues or need your password reset.

DISCLAIMER: The material in this benefits brochure is for informational purposes only and is neither an offer of coverage or medical or legal advice. It contains only a partial description of plan or program benefits and does not constitute a contract. Please refer to the Summary Plan Description (SPD) for complete plan details. In case of a conflict between your plan documents and this information, the plan documents will always govern. **Annual Notices:** ERISA and various other state and federal laws require that employers provide disclosure and annual notices to their plan participants. The Company will distribute all required notices annually.

Disability

You are provided Disability Insurance through Mutual of Omaha at **NO COST**. Disability Insurance provides benefits that replace part of your lost income when you become unable to work due to a covered injury or illness.

Short-Term Disability (STD): Benefit amount is equal to 66 2/3% of your weekly earnings up to \$1,000 weekly maximum. Benefits begin on the 2nd day of your disabling injury or on the 8th day of your disabling illness.

Long-Term Disability (LTD): Benefit amount is equal to 66 2/3% of your monthly earnings up to \$5,000 monthly maximum. Benefits begin on the later of 90 days after the onset of your disabling injury or illness or the date STD ends.

Contacts

- ▶ Medical: **Blue Shield of California** – 888.319.5999 – www.blueshieldca.com
- ▶ Medical: **ASI** – 866.777.1320 – www.asibenefits.com
- ▶ Dental: **MetLife** – 800.275.4638 – www.metlife.com/mybenefits
- ▶ Vision: **MetLife** – 800.275.4638 – www.metlife.com/mybenefits
- ▶ Life/AD&D, STD, LTD: **Mutual of Omaha** – 800.775.6000 – www.mutualofomaha.com
- ▶ Telemedicine: **Teladoc** – 800.835.2362 – www.teladoc.com
- ▶ Benefits Consultant: **Shaylyn Lewis** – **Der Manouel Insurance Group/HUB International** – 559.721.4817 – shaylyn.lewis@hubinternational.com
- ▶ Customer Service Agent: **Maria Pena** – **Der Manouel Insurance Group/HUB International** – 559.721.4803 – maria.pena@hubinternational.com

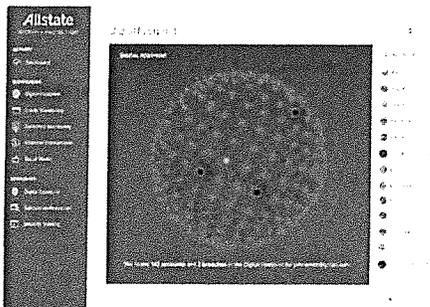




Identity protection that keeps up with your digital life

Your identity is made up of more than your Social Security number and credit score. That's why we do more than monitor your credit reports. We help you look after your online activity, from financial transactions to what you share on social media — so you can protect the trail of data you leave behind.

Introducing our next evolution in identity protection. For over 85 years, we've been protecting what matters most. Now we're providing protection from a wide range of identity threats, so you can keep loving what technology adds to your life.

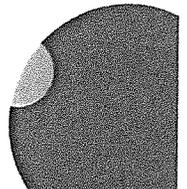


Sign up during open enrollment

Questions? 1.800.789.2720

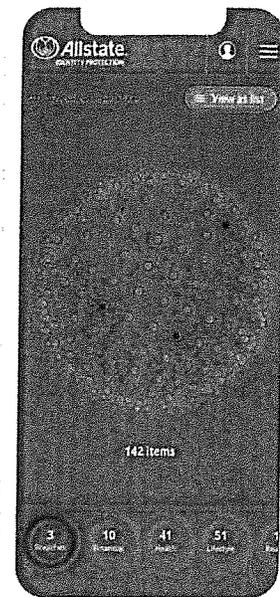
Allstate Identity Protection Pro Plus

- ✓ See your personal data
- ✓ Manage it with real time alerts
- ✓ Protect your identity and finances from fraud*



With Allstate Identity Protection Pro Plus you'll be able to

-  See and control your personal data with our unique tool, Allstate Digital Footprint™
-  Monitor social media accounts for questionable content and signs of account takeover
-  Check your identity health score
-  View and manage alerts in real time
-  Catch fraud at its earliest sign with tri-bureau monitoring and an annual tri-bureau credit report and score
-  Lock your TransUnion credit report in a click and get credit freeze assistance
-  Get help disputing errors on your credit report
-  See if your IP addresses have been compromised
-  Receive alerts for cash withdrawals, balance transfers, and large purchases
-  Get reimbursed for fraud-related losses like stolen 401(k) & HSA funds or fraudulent tax returns with our \$1 million identity theft insurance policy*
-  Protect yourself and your family (everyone that's "under your roof and wallet")*



Protect yourself and your family

Kids' online identities can grow up faster than they do. Our Family Plan provides coverage for kids and teens of all ages, so you can help protect their personal data and give them a safe head start. If they are dependent on you financially or live under your roof, they're covered.*

*For family plans only

†Identity theft insurance underwritten by insurance company subsidiaries or affiliates of Assurant. The description herein is a summary and intended for informational purposes only and does not include all terms, conditions and exclusions of the policies described. Please refer to the actual policies for terms, conditions, and exclusions of coverage. Coverage may not be available in all jurisdictions.

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