

BENEFITS INFORMATION

INSURANCE

DART offers three health insurance plans from which employees can choose:

Insurance (monthly costs)	Employee Only	Employee & Spouse	Employee & Children	Employee & Family
Health	\$11 - \$132	\$160 - \$285	\$108 - \$231	\$292 - \$397
Vision	\$5.54	\$11.07	\$13.85	\$15.23
Dental	\$9.81	\$16.95	\$16.91	\$26.15

- **AD&D Insurance** = 1x annual salary (wholly funded by DART; no employee contribution)
- **Life Insurance** = 1x annual salary (wholly funded by DART; no employee contribution)

All insurance (health, vision, dental, life & AD&D) becomes effective 90 days after hire.

RETIREMENT PLANS

- **Pension** = 7.7% of annual salary (wholly funded by DART; no employee contribution)
First contribution is made after 180 days of employment
5 years = fully vested
Employee can access at age 59 ½ without penalty
- **401K** = DART matches ½ of employee's contribution up to a total of 3%
employee may start contributions on 1st day of employment
DART match starts after 180 days of employment
5 years = fully vested
Employee can access at age 59 ½ without penalty

TIME OFF

- **Holidays** – 9 days per year
- **PTO (paid time off)** – starts at 136 hours and increases based on years of service
- **Military Service** – 15 days per year

ASSIGNMENTS

- **Special Assignments** – DART officers are eligible for special assignments after 1 year of service.
- **Promotions** – DART officers are eligible for promotion after 2 years of service.

RELOCATION REIMBURSEMENT

Police Officers and Apprentice Police Officers who relocate to the Dallas area from at least 50 miles away are eligible for relocation reimbursement as follows:

50-150 miles from Dallas	150-300 miles from Dallas	300-600 miles from Dallas	600-900 miles from Dallas	900+ miles from Dallas
\$500	\$650	\$800	\$950	\$1200

Employees who voluntarily terminate within the first year of employment will be required to refund 100% of all relocation reimbursements. Employees voluntarily terminating within the second year of employment will be required to refund 50% of all relocation reimbursements.

MISCELLANEOUS

- **Free college tuition** for Texas police officers:
 - Available only at Texas state colleges/universities.
 - Covers tuition and lab fees for undergraduate criminal justice classes only; all other courses (such as math, English, government, etc.) are not covered, even if they are required for the degree program.
 - Books and miscellaneous fees are not covered.
- **Tuition Reimbursement** – DART employees are eligible for tuition reimbursement up to \$1500 per year.
- **Flexible Spending Accounts** – DART offers flexible spending accounts for health care and dependant caretaker services.
- **DART Transportation** – DART employees and one family member are eligible to ride DART transportation free of charge.
- **Credit Union** – DART employees are eligible to enroll in the City of Dallas Credit Union.