



## Summary of Benefits for Full Time Employees

**Retirement** – Texas Municipal Retirement System (TMRS). Employee contributes 5% of gross pay biweekly; Vested after 5 years of service; City of Brenham matches funds at retirement 2:1; eligible to retire after 20 years of service, or 60 years old with at least 5 years of service

**Vacation** –Employee accrues vacation hours biweekly, total of 80 hours per year. Accrual rates increase with each year of service after 5 years, to a maximum of 160 hours after 15 years of service. Carry-over of 80 hours allowed at end of fiscal year (Oct 1<sup>st</sup> – Sept 30<sup>th</sup>)

**Sick leave** –Employee accrues 3.69 hours of sick leave biweekly; Maximum of 696 hours. Eligible to use immediately

**Holidays** – Twelve approved holidays per year, including floating birthday holiday

**Longevity** – Employee receives \$5.00 per month for each year of service, up to a maximum of 25 years. Payments begin after completion of one year of service; payments biweekly

**Life Insurance** – City of Brenham pays for policy valued at 2x annual base salary for full time employees

**Medical Insurance:** Sixty day waiting period after date of hire.

Group Medical **Monthly** Rates approved by City Council for 2019:  
**Plan year and deductible(s) are based Sept 1<sup>st</sup>, 2018 to September 30<sup>th</sup>, 2019**

Plan Type	Employee Contribution	City of Brenham Contribution
Employee Only	\$ 32.00	\$ 688.17
Employee & Spouse	\$319.00	\$1409.28
Employee & Child(ren)	\$190.00	\$1086.33
Employee Family	\$432.00	\$1695.95

- Premiums deducted month in advance
- United Health Care network
- \$35.00 copay for office visits when provider/physician In-Network
- \$1200 individual deductible/\$2400 employee & dependent coverage;
- Prescription drug benefits included with medical coverage; \$5.00 generic drugs
- Section 125 Unreimbursed Healthcare and Dependent Care Spending accounts available
- Enroll as new employee, during open enrollment, or make changes within 30 days of qualifying event\*
- Open enrollment held each year, during this time employees can make changes to their medical and supplemental insurance policies without qualifying event requirements
- Annual Health Fair

### Optional Benefits:

- Ameritas Dental insurance
- Ameritas Vision insurance
- Colonial Life supplemental insurance
- VALIC and Nationwide Retirement solutions offers tax-deferred retirement investments
- University of Texas Employee Assistance Program (EAP) – free service to all employees and their families

\*Adding dependents to the group medical requires eligibility documentation (ex. marriage license, birth certificate)



The City of Brenham currently has 200 full time employees. An additional 40 or more are hired as seasonal or temporary employees each year, usually in the Parks, Aquatics, and Recreation departments.

The following departments offer full time employment, based on current vacancies and budgeted positions. Employees must be at least 18 years of age to be eligible for employment. Seasonal and temporary employees may be 16 years of age depending on job duties and requirements.



- Administration
- Animal Control
- Aquatics/Recreation
- Community Programs & Marketing
- Development Services
- Electric
- Finance
- Fire
- Gas
- Human Resources
- Information Technology
- Library
- Maintenance
- Municipal Court
- Parks
- Police (must be at least 21 years of age)
- Public Utilities
- Public Works
- Risk Management
- Sanitation
- Streets & Drainage
- Utility Billing
- Wastewater Construction/Treatment
- Water Construction/Treatment

Stable  
Competitive Pay  
Excellent Benefits  
Family Oriented

City of Brenham  
Human Resources  
[www.cityofbrenham.org](http://www.cityofbrenham.org)  
979-337-7514

Equal Opportunity  
Employer