



## 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 the calendar year.

**Sick leave** –Employee accrues 3.69 hours of sick leave biweekly; Maximum of 600 hours. Eligible to use immediately

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

**Longevity** – Employee receives \$5.00 per month for each year of service. 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 2021:  
**Plan year and deductible(s) are based Oct 1<sup>st</sup>, 2020 to September 30<sup>th</sup>, 2021**

Plan Type	Employee Contribution	City of Brenham Contribution
Employee Only	\$ 32.00	\$ 578.74
Employee & Spouse	\$319.00	\$ 920.76
Employee & Child(ren)	\$190.00	\$ 885.34
Employee Family	\$432.00	\$1,368.00

- Premiums deducted month in advance
- United Health Care network
- \$30 copay for primary care office visits when provider/physician In-Network
- \$45 copay for specialty care office visits when provider / physician In-Network
- \$3000 individual deductible/\$6000 employee & dependent coverage;
- Health Reimbursement Arrangement (HRA) available for any employee deductible expenses paid over \$1200 individual & \$2400 family thresholds
- Prescription drug benefits included with medical coverage; \$10.00 generic drugs
- Section 125 FSA 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 discount plan
- Colonial Life supplemental insurance
- Nationwide Retirement solutions offers tax-deferred retirement investments
- Deer Oaks 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 over 200 full time employees. An additional 60 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
- Community Programs & Marketing
- Economic Development
- Development Services
- Electric
- Finance
- Fire
- Gas
- Human Resources
- Information Technology
- Library
- Maintenance
- Municipal Court
- Parks & Recreation
- Police (must be at least 21 years of age)
- Public Utilities
- Public Works
- Risk Management
- 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)  
979-337-7518

Equal Opportunity  
Employer