



FULL-TIME EMPLOYEE BENEFITS

501 Center Ave, Brownwood, TX 76801 | Phone: 325-646-5775 | Fax: 325-643-3749
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COMPENSATION:

Payroll is paid every 2 weeks (Every other Friday).

Post-probationary pay increase: Pay will increase by 3% after successful completion of 6-month probationary period.

Longevity Pay: Additional \$4 up to \$150 per month based on number of years with the City.

Certification Pay: (For certain positions only) Additional \$25 up to \$125 based on position and certification level.

On-Call Pay: (For certain positions only) Additional \$53 up to \$106 per month based on frequency of on-call status. Plus, overtime.

LEAVE TIME:

Holidays: 12 paid holidays—New Years, MLK Day, Good Friday, Memorial Day, Juneteenth, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day and the Friday after (2 days), and Christmas and Christmas Eve or day after (2 days).

Vacation: Paid vacation leave available after 6 months, accrues at the rate of 10 days per year. (Every 5 years it increases 1 day up to 15 per year.)

Sick: Paid sick leave available after 6 months, accrues at the rate of 15 days per year. Others—Funeral, Military, FMLA and other leaves are available as well.

INSURANCE:

Health coverage through Texas Municipal League-Health Benefits (TML-HB), with Blue Cross / Blue Shield of Texas as the provider, is offered to employees at no cost, and includes dental, vision, prescription, life insurance and a Health Reimbursement Account (HRA) or Health Savings Account (HSA) Benefits Debit Card.

Coverage is also available for purchase for family members (See rate sheet). Additional life insurance is available for purchase based on your annual salary and age.

RETIREMENT:

The Retirement Plan is through Texas Municipal Retirement System (TMRS). The plan vests after 5 years of service, and retirement is after 20 years of service, or age 60. Participation is required, with 7% retirement contributions deducted from your paycheck. The City matches your contribution at a 2 to 1 ratio (14%), and interest is added annually to your account.

OTHER BENEFITS:

AFLAC is available through payroll deduction.

Rocket Lawyer is a service provided at no cost to employees.

Gym membership to the Brownwood Fitness Center is available at reduced rates with payroll deduction.