

SUMMARY OF CURRENT BENEFITS OF A FULL TIME CITY EMPLOYEE FY 2020-2021

- Health Insurance — **100%** Paid by the city for the employee, option to add dependents (City pays 42% for dependents);
- Dental Insurance — **100%** Paid by the city for the employee; option to add dependents
- Vision Insurance — **100%** Paid by the city for the employee; option to add dependents
- Life Insurance — **100%** Paid by the city for the employee; option to add dependents
- Optional Voluntary Life Coverage – Up to 3 times employee’s salary – maximum of \$300,000
- Partial paid pre-65 retiree medical insurance premium after 20 years of service
- Option to join TML Group Flexible Spending Program: for monthly premiums, un-reimbursed medical expenses, and dependent-care cost
- Deferred compensation account with a minimum of \$10 contribution per pay period
- Texas Municipal Retirement System (TMRS) 7% employee contribution, 14% City contribution, with all available options including 5-year vesting and 20 year retirement
- Additional life insurance through TMRS equivalent to 12-month’s salary if death occurs while you are an active employee
- A lump-sum payment of \$7,500 from TMRS if death occurs after retirement with TMRS
- Optional Direct-deposit of paycheck
- Twelve paid sick days per year - accumulation of up to 120 days
- Annual employee option to sell back 40 hours of unused annual sick leave per year
- Personal Leave awarded for limited sick leave usage
- Paid vacation based on years of service – accumulation of up to 30 days
- Annual employee option to sell back 40 hours of accrued vacation time per year
- Bereavement leave with pay after 3 months of employment
- Military leave with pay
- Administrative absence with pay for jury duty, conferences, voting
- Longevity pay
- Employee Assistance Program
- Paid holidays
- Social Security and Medicare shared expenses
- Workers Compensation insurance and 100% salary indemnity
- City-paid training seminars
- City-paid uniforms and equipment for outside departments
- Employee jackets for inside and outside departments
- Employee shirts to observe casual Fridays
- Service Award recognition
- Annual Holiday Gala for employees and family
- Use of the City of Boerne’s swimming pool for employees and their family
- Use of the City of Boerne’s lake for employees and their family
- Free library card
- \$100 incentive bonus for referring applicants which are hired
- Discounted Cellular Telephone packages through AT&T & Sprint
- Discounted Group Rates at participating local Fitness Centers
- YMCA membership for employees and discounted rates for family

Benefits subject to change.
09/16/2020