Leave Benefits

Vacation Leave

Employees are eligible to accrue paid vacation leave, which is available for use after six months from the date of hire. Upon employment, 80 hours of vacation leave is accrued per year for all employees; certified Fire shift employees accrue 180 hours; and Police Officers and Fire Administration personnel accrue 120 hours annually. Vacation accrual increases with years of service.

Sick Leave

Employees are eligible to accrue paid sick leave which is available for use as it is earned. Employees accrue 96 hours of sick leave annually; Fire shift employees accrue approximately 180 hours; and Police Officers and Fire Administration personnel accrue 120 annually.

Holidays

Twelve days per calendar year are observed as paid holidays for employees.

Tuition Reimbursement

The City encourages and supports its employees in pursuing continuing education opportunities in keeping with the needs of the City of New Braunfels and its citizens. Classes eligible for reimbursement must be offered by an accredited school or university, recognized technical training school, or a recognized GED course.

Eligible employees will receive up to 100 percent reimbursement of tuition and fees, based on the employee's successful completion of the coursework and their level of academic success and available budget.

City of New Braunfels

City of New Braunfels
Human Resources Department

424 South Castell Avenue
New Braunfels, TX 78130

Phone: 830-221-4390
Fax: 830-608-2123
E-mail: hr@nbtexas.org
http://www.nbtexas.org/jobs

City of New Braunfels

Employment Benefits Information

Effective May 1, 2013

All benefits outlined in this brochure apply to full-time employees.

...Making New Braunfels Great!

Health Insurance

Cigna Healthcare

Eligibility for the following benefits begins the date of hire (first day of work) and includes ***medical, vision, dental and prescription coverage*** for all employees and their dependents.

Option A—	Cost per month
Employee Only	$63.34
Employee + Child(ren)	$280.00
Employee + Spouse	$420.00
Employee + Family	$517.50

Option B—	Cost per month
Employee Only	$20
Employee + Child(ren)	$185.50
Employee + Spouse	$276.50
Employee + Family	$356.66

Dental coverage only—Employees may purchase dental coverage for their dependents separately.

	Cost per month
Child(ren)	$21.67
Spouse	$32.50
Family	$56.33

Flexible Spending Accounts (FSAs)

This benefit is available for all employees, and is a way to save tax dollars on out-of-pocket medical, dental, vision and prescription expenses, and/or dependent care (i.e. child care) expenses. A pre-determined amount of the employee's paycheck is set aside in a tax-exempt account that the employee is reimbursed from as expenses are incurred. The maximum amount that may be withheld is $2,500 annually for medical and $5,000 annually for child care.

Employee Assistance Program (EAP)

The City has available a free resource to confidentially help employees deal with life's stresses and work or life problems. The EAP can help with issues including: family issues, communication skills, parenting skills, stress or time management, legal and financial issues or grief counseling. This benefit is available for all employees and members of their household, even if not covered on the City's health plan.

Employee Development

The City is dedicated to implementing innovative employee development programs to cultivate the next generation of leaders and to enhance the City's ability to provide excellent services to the community.

Life Insurance

The City provides a $10,000 life insurance policy and a $10,000 accidental death and dismemberment (AD&D) policy for all employees. In addition, the Texas Municipal Retirement System (TMRS) provides a policy valued at one year's salary for all employees.

Retirement

All employees are members in the Texas Municipal Retirement System. Employees contribute 7% of gross income (pre-tax); the City matches the contributions at a rate of 2 to 1. Employees become vested with the City after five years of service. Employees are eligible to retire at any age with 20 years of service, or at age 60 with five years of service.

Optional Benefits

These benefits are offered to full-time employees at your own expense and for your convenience, are deducted as payroll deductions.

ICMA-Retirement Corporation Deferred Compensation 457 Plan—Employees are eligible to contribute to this tax deferred retirement benefit.

Nationwide Investment Advisors Deferred Compensation 457 Plan—Employees are eligible to contribute to this tax deferred retirement benefit.

CIGNA Life—Employees may purchase additional life insurance for themselves, their spouse and/or children at a group rate.

Business Solutions Legal and Identity Protection, Inc.—Pre-Paid Legal & Identity Theft Protection Plan

Colonial Supplemental Insurance—Available plans and programs include: disability income, accident, hospital income, cancer, catastrophic coverage, intensive care, term life insurance, universal life insurance policies and SAGE Tuition Rewards program.