



## About Brenham, Texas

Brenham, the county seat of Washington County and home to Blue Bell Ice Cream, is proud of its heritage and traditions. The City was incorporated in 1858 and by 1861, its citizens had positioned themselves to be a major part of railroad expansion during the Civil War. Citizens worked to complete the construction of tracks that connected the City to larger ports. This advantage made Brenham economically important; and laid the foundation for the area's growth and prosperity you see today.

Brenham is located 70 miles northwest of Houston, 80 miles southeast of Austin, and 35 miles south of College Station. We have a population of over 17,000, with a daytime population of over 42,000 - due to the local workforce, tourism, and college students. The quality of life in Brenham tops the list of why residents stay here. It is a great place to live, work, and raise a family.

Brenham offers a unique atmosphere and a flavor all its own. The historic downtown, beautiful parks, and first-class sports facilities are just a few of the things that make Brenham unique. The City is home to the first public school district and first county-owned junior college district in Texas.










Brenham ISD provides a strong educational foundation and works in partnership with Blinn College to prepare area youth for continued educational pursuits or workforce placement. The City partners with other governmental organizations and the business community to ensure students receive the services they need to succeed. Brenham is one of a handful of municipalities that own and operate all their public utilities within the city limits, including electric and gas.

The Brenham Municipal Airport was dedicated in 1949 and now includes a 6,003-ft runway. The City has over 200 acres of parkland, an aquatic center, and a sports complex. Both tourism and sports tourism are major industries for Brenham. The City welcomes over 125,000 visitors each year to the community.

The City operates under a Home Rule Charter in a Council-City Manager form of government. The Council consists of a Mayor and six council members. The Council sets the policy for the operation of the government. The City Manager, which is appointed by Council, administers those policies. The City Manager is responsible for appointing and supervising department heads.

# City of Brenham

## Benefits Summary

|  |   |  |
|--|---|--|
|  <h3>Retirement</h3> <p>Texas Municipal Retirement System (TMRS)</p> <ul style="list-style-type: none"> <li>• Employees contribute 5% of gross pay bi-weekly.</li> <li>• Vested after 5 years of service.</li> <li>• City matches funds at retirement 2:1.</li> <li>• Eligible to retire after 20 years of service or 60 years old with at least 5 years of service.</li> </ul> |  <h3>Vacation</h3> <ul style="list-style-type: none"> <li>• Employees accrue vacation hours bi-weekly, a total of 80 hours per year.</li> <li>• Accrual rates increase with each year of service after 5 years, to a maximum of 160 hours after 15 years of service.</li> <li>• Carry-over of 80 hours allowed at end of the calendar year.</li> </ul> |  |
|  <h3>Sick Leave</h3> <ul style="list-style-type: none"> <li>• Employees accrue 3.69 hours of sick leave bi-weekly up to a maximum of 600 hours.</li> <li>• Eligible to use immediately.</li> </ul>  |  <h3>Holidays</h3> <ul style="list-style-type: none"> <li>• Fourteen approved holidays per year including 2 floating holidays.</li> </ul>  |  <h3>Longevity Pay</h3> <ul style="list-style-type: none"> <li>• Employees receive \$5.00 per month for each year of service.</li> <li>• Bi-weekly payments begin after the completion of one year of service.</li> </ul> |
|  <h3>Certification Pay</h3> <ul style="list-style-type: none"> <li>• Earn additional income with certifications:             <ul style="list-style-type: none"> <li>○ Bilingual Skills</li> <li>○ Police</li> <li>○ Fire</li> </ul> </li> </ul>   |  <h3>Education Reimbursement</h3> <ul style="list-style-type: none"> <li>• After 1 year of service, the City will participate in the cost of education expenses applicable to the employee's position including tuition, books, and fees.</li> </ul>   |  |
|  <h3>Life Insurance</h3> <ul style="list-style-type: none"> <li>• The City of Brenham provides life insurance valued at 2x annual base salary, long-term disability, and accidental death coverage for full-time employees.</li> </ul>  |  <h3>Medical Insurance</h3> <ul style="list-style-type: none"> <li>• Sixty-day waiting period after the date of hire.</li> </ul>   |  |

## A Closer look at Medical Insurance

Group Medical Monthly Rates approved by City Council for 2022-2023 Plan Year: Plan year and deductible(s) are based Oct 1st, 2022 to September 30th, 2023.

| <b>Plan Type</b>                 | <b>Employee Contribution</b> | <b>City of Brenham Contribution</b> |
|----------------------------------|------------------------------|-------------------------------------|
| <i>Employee Only</i>             | \$53.00                      | \$593.96                            |
| <i>Employee &amp; Spouse</i>     | \$362.00                     | \$951.30                            |
| <i>Employee &amp; Child(ren)</i> | \$228.00                     | \$911.12                            |
| <i>Employee Family</i>           | \$494.00                     | \$1,412.76                          |

- BlueCross BlueShield of Texas network
- \$30 copay for primary care office visits when provider/physician is In-Network
- \$60 copay for specialty care office visits when provider/physician is In-Network
- \$3000 individual deductible/\$6000 employee & dependent coverage
- Health Reimbursement Arrangement (HRA) is available for any deductible expenses paid over employee thresholds: \$1200 individual & \$2400 family
- Navitus prescription drug plan included with medical coverage; \$10.00 generic drugs
- Section 125 FSA Unreimbursed Healthcare and Dependent Care Spending accounts available
- Enroll as a new employee, during annual open enrollment, or make changes within 30 days of any qualifying event\*
- During annual Open Enrollment employees can make changes to their medical and supplemental insurance policies without qualifying event requirements
- Annual Health Fair and Immunization Clinic
- Deer Oaks Employee Assistance Program (EAP) – free service to all employees and their families

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

### Optional Benefits:

- Ameritas Dental Insurance
- Ameritas Vision Discount Plan
- Colonial Supplemental insurance Plans
- Additional Tax-Deferred Retirement Plan Options available – enroll anytime
  - Nationwide Retirement Solutions
  - AIG Retirement Services

## About the City of Brenham

The City of Brenham currently has over 200 full-time employees. An additional 60 or more seasonal or temporary employees are hired to assist 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 15 years of age depending on job duties and requirements.



# Departments

- Administration
- Animal Services
- Aquatics
- Communications & Public Relations
- Economic Development
- Development Services
- Electric
- Finance
- Fire
- Gas
- Human Resources
- Information Technology
- Library
- Maintenance
- Municipal Court
- Parks & Recreation
- Police
- Public Utilities
- Public Works
- Streets & Drainage
- Tourism & Marketing
- Utility Customer Service
- Water & Wastewater Construction/Treatment

