

# List of Employee Benefits and Perks Full Time Employees

1. Healthcare Insurance
2. Life Insurance
3. STD/LTD
4. Partial paid pre-65 retiree medical insurance premium after 20 years of service.
5. Texas Municipal Retirement System (TMRS) 7% employee contribution, 14% City contribution, with all available options including 5-year vesting & 20 year retirement.
6. Additional (optional) retirement benefits with Mission Square (formerly known as ICMA-RC).
7. Vacation-paid days off / Paid sick days
8. Bereavement leave with pay after 3 months of employment.
9. Military leave with pay.
10. Administrative absence with pay for jury duty, conferences, voting.
11. Longevity pay
12. Paid Holidays
13. Workers Compensation insurance and 100% salary indemnity
14. City-paid training seminars
15. City-paid uniforms & equipment for outside departments.
16. Service Award recognition
17. Use of City of Boerne's swimming pool for employees and their family.
18. Use of the City of Boerne's lake for employees and their family.
19. Free library card
20. \$100 incentive bonus for referring applicants which are hired.
21. Discounted Cellular Telephone packages through AT&T and T-Mobile.
22. Discounted YMCA membership for employees and/or family.
23. EAP— Employee Assistance Programs
24. Wellness Program



# List of Employee Benefits and Perks Part Time Employees Average at Least 20 Hours a Week

1. Texas Municipal Retirement System (TMRS) 7% employee contribution, 14% City contribution, with all available options including 5-year vesting & 20 year retirement.
2. Vacation-paid days off / Paid sick days (proportionate to a full-time employee)
3. Bereavement leave with pay after 3 months of employment.
4. Military leave with pay.
5. Administrative absence with pay for jury duty, conferences, voting.
6. Paid Holidays
7. Workers Compensation insurance and 100% salary in-
8. City-paid training seminars
9. City-paid uniforms & equipment for outside departments.
10. Service Award recognition
11. Use of City of Boerne's swimming pool for employees and their family.
12. Use of the City of Boerne's lake for employees and their family.
13. Free library card
14. \$100 incentive bonus for referring applicants which are hired.
15. Discounted Cellular Telephone packages through AT&T and T-Mobile.
16. Discounted YMCA membership for employees and/or family.
17. EAP— Employee Assistance Programs
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