



City of Cleburne Employee Benefit Information

Medical Insurance

Employee premiums paid 100%
Dependent coverage available

Vision Insurance

Employee premiums paid 100%
Dependent coverage available

Dental Plan

Employees premium paid 100%
Dependent coverage available

Life Insurance

1 times the annual salary provided
Additional life insurance available

Retirement Plan

Participant in the Texas Municipal Retirement System (TMRS) & the Firemen's Relief & Retirement (FRR) funds.
Both the City and the employee contribute to the retirement plan. The TMRS employees contribution is 7%, and the City is a 2 to 1 match. FRR employees contribute 13% but do not participate in Social Security and the City match is 23.17% to the retirement fund.

Deferred Comp Programs available

Vacation Plan

Civil Service employees - (0 – 14 years) 15 days annually
Civil Service employees - (15+ years) 20 days annually
Civilian employees - (0 – 4 years) 10 days annually
Civilian employees - (5 – 14 years) 15 days annually
Civilian employees - (15+ years) 20 days annually

Sick Leave

120 hours annually/180 hours Civil Service Fire

Holidays

11 paid holidays annually

Longevity Pay - upon completion of one year of service

Education/Certification Pay -available upon completion of one year of service

Participant in Social Security, Medicare, & Workers Compensation