

# CITY OF NEDERLAND JOB POSTING

In accordance with the *City of Nederland Personnel Policy*, notice is hereby given that the City of Nederland is now accepting applications for the position of:

|                              |  |                            |             |             |                            |             |             |
|------------------------------|--|----------------------------|-------------|-------------|----------------------------|-------------|-------------|
| <b>Job Title:</b>            | <b>Telecommunications Dispatcher</b>   |                            |             |             |                            |             |             |
| <b>Department:</b>           | <b>Central Dispatch</b>  |                            |             |             |                            |             |             |
| <b>City Classification:</b>  | <b>Regular Full Time</b>   | <b>FLSA Classification</b> |             |             | <b>Non-Exempt (Hourly)</b> |             |             |
| <b>Pay Rate:</b>             | <b>7-Step Pay Plan (Effective 10/1/2024 – 9/30/2025)</b>   |                            |             |             |                            |             |             |
|                              | Hire   | 6 Months                   | 1 Year      | 2 Year      | 3 Year                     | 4 Year      | 5 Year      |
|                              | Step 1   | Step 2                     | Step 3      | Step 4      | Step 5                     | Step 6      | Step 7      |
|                              | \$22.43  | \$23.11                    | \$24.47     | \$25.97     | \$27.51                    | \$29.16     | \$30.52     |
|                              | \$46,654.40  | \$48,068.80                | \$50,897.60 | \$54,017.60 | \$57,220.80                | \$60,652.80 | \$63,481.60 |
| <b>Benefits:</b>             | <b>Yes</b>   |                            |             |             |                            |             |             |
| <b>Applications Open:</b>    | <b>December 17, 2024</b>   |                            |             |             |                            |             |             |
| <b>Application Deadline:</b> | <b>First review of applications on Friday, January 3, 2025, and if necessary, reviewed weekly on Fridays thereafter.</b> |                            |             |             |                            |             |             |
| <b>Open To:</b>              | <b>The Public and Current Employees</b>  |                            |             |             |                            |             |             |

This position is open to each person who makes proper application and meets all eligibility requirements prescribed by the City of Nederland. A completed application must be received by the Personnel Office no later than the closing date/time listed above. Applications may be picked up in the Personnel Office located at:

City of Nederland Office Building  
 207 N. 12<sup>th</sup> Street, P. O. Box 967  
 Nederland, TX 77627  
 (409) 723-1501 Telephone, (409) 723-1550 Facsimile

In accordance with the *City of Nederland Substance Abuse Policy*, all applicants are hereby advised:

“Any applicant tentatively selected for this position will be required to submit to testing to screen for illegal drug use prior to employment. Employment in the position will be contingent upon a negative drug test result.”

If this position requires a commercial driver license as described in the *City of Nederland Wage and Position Classification Plan*, the applicant must comply with the Omnibus Transportation Employee Testing Act of 1991.

The City of Nederland strives to provide employment and promotional opportunities based solely on qualifications, skills, and performance, without regard to race, color, religion, sex, national origin, age, disability, sexual orientation, political affiliation, veteran’s status, or any other unlawful basis. The City of Nederland is in compliance with the Americans with Disabilities Act. If you have an established disability as defined in the Americans with Disabilities Act and would like to request a reasonable accommodation when applying, testing, or interviewing for a City of Nederland position, please contact:

Stephanie Gaspard, Human Resources Director  
 City of Nederland  
 207 N. 12<sup>th</sup> Street, P. O. Box 967, Nederland, TX 77627  
 (409) 723-1501 Telephone, (409) 723-1550 Facsimile



**CITY OF NEDERLAND**  
**EMPLOYMENT APPLICATION INSTRUCTIONS (REV. 12/2024)**

**Welcome**

Thank you for your interest in employment with the City of Nederland. We would like to take this opportunity to explain our application and hiring process. We encourage you to apply for positions that match your qualifications.

**Acceptance of Applications**

Applications are accepted only for positions that are currently open and are accepted through the closing date. It is necessary to submit a separate application for each position for which you want to be considered for employment. Your education and experience must match the minimum qualifications identified on the posting. All applications for specific positions are screened for minimum qualifications by the Personnel Office. Only applications that meet all minimum qualifications and include proper documentation will advance to the next phase of the process. After the closing date, all applicants will receive a letter from the Personnel Office regarding either the acceptance or rejection of their application. Applicants whose applications are accepted will receive a letter containing further instructions regarding testing and/or interview.

**How to Apply**

The Personnel Office of the City of Nederland is located at 207 N. 12<sup>th</sup> Street in Nederland, and posts all job vacancies. To apply for a job, you must complete a City of Nederland "Employment Application" and return it directly to the Personnel Office prior to the closing date listed on the job posting. All applications must be submitted either in person or by mail to City of Nederland, Personnel Office, P.O. Box 967, Nederland, TX 77627. We cannot accept applications by e-mail or facsimile since the last page of the application, "Authorization and Release Form," requires an original signature for our files.

**How to Obtain an Employment Application**

Employment applications are issued only for positions that are currently open as advertised in our job postings and may be obtained from the Personnel Office or from the City's website at [www.ci.nederland.tx.us](http://www.ci.nederland.tx.us).

**How to Complete the Employment Application Form**

A City of Nederland Employment Application must be completed as instructed and received by the Personnel Office by the posted deadline for consideration. Résumés will **not** be accepted in lieu of a completed application, but may be attached. Supporting documentation, such as photocopies of transcripts or certificates, must be included with the Personal History Statement. You may attach additional pages to record additional job histories and other information, if necessary. Please do not bind your application. ***Print all information in your own handwriting. Neatness and legibility are important!*** Applicants must complete all blanks accurately and completely or enter a notation as to why the blanks are incomplete. Grounds for disqualification include, but are not limited to, the following:

1. Failure to submit application by posted deadline.
2. Failure to follow application instructions.
3. Incomplete applications.
4. Failure to print all information in your own handwriting. (Résumés may be typed.)
5. Sloppy handwriting, poor spelling, poor grammar.
6. Non-specific educational information.
7. Vague reasons for leaving past jobs.
8. Overly vague/general job duties or job titles.
9. Lack of salary progression.
10. Lack of progression in job duties/responsibilities.

11. Gaps in employment history.
12. Failure to provide complete information on previous employers (or to state why this information is not available).
13. Failure to explain in detail where requested, such as the employment discipline and termination and criminal history sections.
14. Failure to sign the last page of the application packet, "Authorization and Release Form."

#### Personal History Statement and Background Investigation

Those applicants passing the written examination will be required to submit a Personal History Statement for background investigation and will be invited to oral interview. Applicants will be asked to attach the following documents (if applicable) to their Personal History Statement. You may want to start collecting these documents ahead of time.

- a. Social Security card
- b. Birth Certificate (NOTE: **an original certified copy will be required for the applicant hired to fill the position**)
- c. Texas driver's license
- d. Copy of your high school diploma or GED certificate
- e. College transcript (**NOTE: a sealed original certified copy will be required for the applicant hired to fill the position**)
- f. College diploma
- g. Automobile insurance card with policy number
- h. Military discharge papers (DD-214), if applicable
- i. Original Certified copy of Naturalization documents, if applicable
- j. Telecommunications Dispatch training record (A TCLEOSE/TCOLE summary of courses and training hours is preferred; however, copies of individual diplomas is acceptable.)
- k. Special licenses or permits you hold or have held (pilot, radio operator, scuba, concealed weapon, security officer, etc.)
- l. All documents related to any discipline you have received, including copies of any disciplinary investigative reports
- m. Court documents relating to any arrests, criminal charges, indictments, information, etc., in which you were the defendant
- n. Court orders or legal agreements regarding child support or child custody
- o. All complaints filed in any court action in which you were a plaintiff or defendant

#### **Selection Process**

Typically, the selection process takes a minimum of four weeks from the closing date, and progresses as follows: application, written/skills examination (when applicable), oral interview panel, substance and alcohol screening, physical assessment test (when applicable), medical evaluation by City physician, psychological evaluation (when applicable), drivers record check (when applicable), criminal history check, and background check.

Typically, grades on written examinations are based on a maximum grade of 100 percent, determined entirely by the correctness of the answers to the questions. Typically, the minimum passing grade is 70 percent, and each applicant must pass the written examination in order to be placed on the eligibility list. This numeric score is weighted as a percentage, typically 40%, of the total points earned during the selection process.

Applicants placed on the eligibility list will be interviewed and given a numeric score based on selected interview questions and criteria set forth by the City. Typically, the minimum passing grade is 70 percent, and each applicant must pass the oral interview in order to be placed on the eligibility list. This numeric score is also weighted as a percentage, typically 60%, of the total points earned during the selection process.

Once the written examination scores and interview scores have been calculated, a ranking order is derived and a job offer is extended to the top ranking applicant pending successful completion of the remaining phases of the selection process. Typically, the overall minimum passing grade is 70 percent, and each applicant must pass to be placed on the eligibility list. Official job offers are extended only by the Personnel Office.

### **Equal Employment Opportunity**

The City of Nederland is an equal opportunity employer and does not discriminate on the basis of race, color, religion, gender, national origin, age, disability, sexual orientation, political affiliation, veteran's status or any other unlawful basis. The City of Nederland is in compliance with the Americans with Disabilities Act and will attempt to reasonably accommodate applicants with disabilities upon request. If you need any special accommodations during the employment process, please contact the Personnel Office for assistance at (409) 723-1501.

### **Contact**

Thank you again for your interest in employment with the City of Nederland. If you have any questions or concerns, please contact the Personnel Office at:

City of Nederland  
Stephanie Gaspard, Human Resources Director  
207 N. 12<sup>th</sup> Street - P. O. Box 967  
Nederland, TX 77627  
Telephone: (409) 723-1501  
Facsimile: (409) 723-1550  
E-mail: [sgaspard@ci.nederland.tx.us](mailto:sgaspard@ci.nederland.tx.us)  
8:00 a.m. - 5:00 p.m., Monday through Friday

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**THE PROVISIONS OF THIS ANNOUNCEMENT DO NOT CONSTITUTE A CONTRACT, EXPRESSED OR IMPLIED, AND ANY PROVISION CONTAINED IN THIS BULLETIN MAY BE MODIFIED OR REVOKED WITHOUT NOTICE.**

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### **ATTACHMENTS:**

Job Posting  
Job Description  
Pay Plan  
Benefits  
Employment Application

**CITY OF NEDERLAND  
POSITION CLASSIFICATION PLAN**

**Class Title:**           **Telecommunications Operator**

**Department:**       **Central Dispatch**

**FLSA:**               **Non-Exempt**

**GENERAL PURPOSE**

Performs a variety of routine clerical, administrative and technical work in receiving and dispatching routine and emergency information; keeping official records; and assisting in the administration of the standard operating policies and procedures of the dispatch center.

**SUPERVISION RECEIVED**

Works under the close supervision of the Telecommunications Supervisor.

**SUPERVISION EXERCISED**

None.

**ESSENTIAL DUTIES AND RESPONSIBILITIES**

Monitors telephones and radio in the dispatch center, answers all incoming calls and ascertains nature of call, gathers all necessary information to transmit or relay.

Dispatches police and other response vehicles for emergency responses; broadcasts nature, location and time of incident; contacts all required personnel and other local concerns such as the fire department in the event of an emergency situation; insures the presence of reserve units by contacting personnel designated for call-back; relays information as required.

Maintains log on radio and telephone communications, location of personnel and equipment; in the event of an emergency situation, maintains on-going contact with the responding personnel and keeps them informed of all incoming pertinent information; keeps track of various information such as traffic lights out and streets closed and keeps emergency personnel informed.

Maintains dispatch center work area and equipment in clean and working condition.

Operates radios as needed and assists in radio communications; operates base radio as required.

Operates listed office machines as required.

Composes, types, and edits correspondence, reports, memoranda, and other material requiring judgment as to content, accuracy, and completeness.

Inputs data to standard office and department forms, both manual and automated; makes simple postings to various reports; compiles and tabulates data.

Maintains dispatch documents and records; prepares case reports.

### **PERIPHERAL DUTIES**

Monitors individuals in holding cells for proper conduct, safety, and medical or other needs.

Assists in training new employees.

Serves as a member of various employee committees.

### **DESIRED MINIMUM QUALIFICATIONS**

#### **Education and Experience**

- (A) Graduation from a high school or GED equivalent with specialized course work in general office practices such as typing, filing, accounting or bookkeeping; and
- (B) Two (2) years of increasingly responsible related experience; or
- (C) Any equivalent combination of related education and experience.

#### **Necessary Knowledge, Skills and Abilities**

- (A) Working knowledge of computers, dispatching equipment and electronic data processing; working knowledge of modern office practices and procedures; some knowledge of accounting principles and practices;
- (B) Some skill in operation of the listed tools and equipment; and
- (C) Ability to effectively meet and deal with the public; ability to communicate effectively verbally and in writing; ability to handle stressful situations.

### **SPECIAL REQUIREMENTS**

Must have or be able to obtain a Basic Telecommunications Operators License within one year.

This position is classified as an Essential Service Position under the *City of Nederland Essential Services Policy* and may be required to work immediately before, during, or immediately after an emergency or disaster as required by the circumstances, unless a waiver has been previously requested and approved in accordance with policy.

### **TOOLS AND EQUIPMENT USED**

Communications switchboard, including computer-aided systems; personal computer including word processing software; copy machine; fax machine; radio.

### **PHYSICAL DEMANDS**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is frequently required to sit and talk or hear. The employee is occasionally required to walk. The employee is frequently required to use hands to finger, handle, or feel objects, tools, or controls; and reach with hands and arms.

The employee must occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision and the ability to adjust focus.

### **WORK ENVIRONMENT**

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The noise level in the work environment is usually quiet.

### **SELECTION GUIDELINES**

Formal application; review of education and experience; appropriate testing and interviews; oral interview; background check; drug screening and final selection. NOTE: Appointees will be subject to completion of a standard probationary period.

The duties listed above are intended only as illustrations of the various types of work that may be performed. The omission of specific statements of duties does not exclude them from the position if the work is similar, related or a logical assignment to the position.

The job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer and requirements of the job change.

## PAY PLAN - CITY OF NEDERLAND WAGE SCALE

|                             |                               |                             |                   |
|-----------------------------|-------------------------------|-----------------------------|-------------------|
| <b>Job Title:</b>           | Telecommunications Dispatcher |                             |                   |
| <b>FLSA Classification:</b> | Non-Exempt (Hourly)           | <b>City Classification:</b> | Regular Full Time |

| BASE SALARY FOR FISCAL YEAR 10/01/2024 - 09/30/2025 |             |             |             |             |             |             |
|---|-------------|-------------|-------------|-------------|-------------|-------------|
| Hire  | 6 Months    | 1 Year      | 2 Year      | 3 Year      | 4 Year      | 5 Year      |
| Step 1  | Step 2      | Step 3      | Step 4      | Step 5      | Step 6      | Step 7      |
| \$22.43   | \$23.11     | \$24.47     | \$25.97     | \$27.51     | \$29.16     | \$30.52     |
| \$46,654.40   | \$48,068.80 | \$50,897.60 | \$54,017.60 | \$57,220.80 | \$60,652.80 | \$63,481.60 |

| LONGEVITY PAY  |
|--|
| In addition to base pay, \$4.00 per month for each year of service to the City of Nederland. |

| CERTIFICATE PAY                                |                    |
|--|--------------------|
| TCOLE Intermediate Telecommunications Operator | \$50.00 per month  |
| TCOLE Advanced Telecommunications Operator     | \$75.00 per month  |
| TCOLE Master Telecommunications Operator       | \$100.00 per month |

| SHIFT DIFFERENTIAL PAY |  |                    |
|------------------------|--|--------------------|
| SHIFT                  | CRITERIA                               | SHIFT DIFFERENTIAL |
| Day                    |  | \$0.00             |
| Evening                | Majority of work hours after 2:00 p.m. | \$0.60             |
| Night                  | Majority of work hours after 9:00 p.m. | \$0.90             |

| WORK SCHEDULE  |
|--|
| The current work schedule consists of rotating twelve (12) hour shifts. The shift assignment will fluctuate between days and nights, including weekends. The City sets all shifts and schedules and reserves the right to modify shifts and schedules as necessary. This position is required to work holidays as scheduled. |

| ESSENTIAL SERVICES POLICY   |
|---|
| Employees in this position are classified Essential Services Personnel, and are identified by the City to be part of the emergency response team before, during, or after a hurricane. Essential Services Personnel are <b>required to work before, during, or immediately after a hurricane, and may be unable to evacuate with their family.</b> Employees identified as Essential Services Personnel also meet the definition of Emergency Services Personnel as defined in Chapter 22 of the <i>Texas Labor Code</i> . Failure to comply with this policy may result in discipline up to and including termination. |



## **CITY OF NEDERLAND EMPLOYEE BENEFITS (UPDATED 07/2024)**

**DISCLAIMER:** The statements contained in this summary are highlights intended to serve only as general information concerning various employment matters as they now exist at the City of Nederland. Employment matters, including compensation and employee benefits, are governed by applicable Federal, State, or local laws, regulations or judicial decisions, and any errors or misrepresentations in this summary are subordinated to Federal, State, or local laws, regulations or judicial decisions. An employment-at-will relationship exists between the City of Nederland and its employees, and nothing set forth in this summary is intended to create, or shall be construed as creating, either an express or an implied contract of employment or a definite or indefinite period.

### **1. Compensation**

#### **Base Pay**

A major objective of the City's salary administration program is the encouragement, through the opportunity for financial recognition and reward, of higher levels of employee motivation, morale, effort and productivity.

#### **Longevity**

In addition to base pay, employees receive \$4.00 per month for each year of service to the City of Nederland.

#### **Certificate Pay**

Certificate pay is awarded for the highest level of certificate held for some job titles requiring certain state licenses.

#### **Shift Differential**

Shift differential is paid for certain job titles requiring evening and night shifts, such as Police Officer and Telecommunications Operator.

#### **Overtime Provisions**

For employees in positions which are governed by the overtime provisions of the Fair Labor Standards Act, overtime begins to accrue with the ninth hour worked during a regular eight hour day. Some employee groups may elect compensatory time in lieu of overtime wages.

#### **Work Period**

The official work period for the City is a seven day period beginning at 12:01 a.m. on Monday and ending at 12:00 a.m. on the following Sunday. The City pays on a bi-weekly basis.

#### **General Salary Increases**

City Council may award general salary increases to employees on an annual basis when fiscally prudent.

#### **Introductory Period**

Employees are subject to a twelve month introductory period. Supervisors prepare written

performance evaluations at the end of each quarter during the introductory period.

Pay Step Increases

Employees are eligible to receive a pay step increase upon successful completion of six months of employment (twelve months for Police Officers), and then on subsequent hire anniversary dates until reaching the maximum pay step. The step increase will be documented on an "Employee Status and Wage Report", a copy of which will be placed in the employee's payroll envelope during the payroll period in which the step increase is awarded.

**2. Retirement System**

Upon hire, employees are eligible to participate in the Texas Municipal Retirement System (TMRS) ([www.tmr.org](http://www.tmr.org)) plan. TMRS was established in 1948 and is administered in accordance with the *Texas Municipal Retirement System Act* (Texas Government Code, Title 8, Subtitle G). Each TMRS participating city has its own retirement plan provisions within the general framework of the Act. A summary of some of the City's current provisions are as follows:

| BENEFIT                    | DESCRIPTION  | OPTION ADOPTED  |
|----------------------------|--|---|
| City matching ratio        | The City of Nederland matches your deposits and interest at a rate chose by the City of Nederland. The City's matching funds are held in the City's TMRS account until you retire. The only way to get the City's matching funds is to retire from TMRS and receive a monthly payment.                                       | 2 (City) to 1 (Employee)  |
| City contribution rate     | This rate is set annually by TMRS based on actuarial assumption changes.   | 7.50% (Effective 01/01/2024)  |
| Employee contribution rate | Each month, the City withholds 7% of your gross monthly salary and deposits the money in a TMRS account in your name. These are your member deposits, which are tax-deferred. This means that are not subject to federal income tax until they are paid back to you in the form of a refund or a monthly retirement benefit. | 7% of your gross salary, tax deferred                                   |
| Vesting requirement        | Vesting means you have worked enough years and established enough service credit to meet the minimum length-of-service requirement for retirement. Once vested, even if you leave City employment, you may leave your deposits with TMRS and retire with a TMRS retirement benefit when you reach age 60.                    | 10 years  |
| Retirement eligibility     | At retirement, your member deposits and the interest earned are combined with the City's matching funds and other credits granted. TMRS then calculates a monthly retirement benefit based on these amounts, the interest they will earn, an estimate of your remaining life expectancy at retirement, and other factors.    | 10 years service, at least age 60<br>or<br>20 years service, at any age |

Other available options include Updated Service Credit, Military Service Credit, Buy-Back Provision, and Restricted Prior Service Credit.

### 3. Insurance Benefits

Regular Full Time employees are eligible for insurance benefits. Benefits will become effective on the first day of the calendar month following full-time hire date.

#### Medical Insurance Plan (Plan Year 07/01/24 - 06/30/25)

The City provides a Medical Plan through United Healthcare ([www.myuhc.com](http://www.myuhc.com)). The employee premium is paid in full by the City for the “standard” plan and the “HMO” plan. Employees may select from one of the plans below or choose the HSA plan (information on the HSA plan can be requested from the Personnel Department). Employees may also elect spouse only, children only or family coverage which is paid via semi-monthly payroll deduction.

| July 1, 2024 - June 30, 2025 |                 |                       |            |
|------------------------------|-----------------|-----------------------|------------|
| <b>Standard PPO Plan</b>     | MONTHLY PREMIUM | EMPLOYEE MONTHLY COST | CITY PAYS  |
| Employee                     | \$674.61        | \$0.00                | \$674.61   |
| Spouse only                  | \$1,594.12      | \$490.04              | \$1,104.08 |
| Children only                | \$1,174.24      | \$357.58              | \$816.66   |
| Family                       | \$1,973.03      | \$610.28              | \$1,362.75 |
| <b>HMO Plan</b>              | MONTHLY PREMIUM | EMPLOYEE MONTHLY COST | CITY PAYS  |
| Employee                     | \$611.76        | \$0.00                | \$611.76   |
| Spouse only                  | \$1,445.60      | \$341.52              | \$1,104.08 |
| Children only                | \$1,064.84      | \$248.18              | \$816.66   |
| Family                       | \$1,789.21      | \$426.46              | \$1,362.75 |
| <b>HSA Plan</b>              | MONTHLY PREMIUM | EMPLOYEE MONTHLY COST | CITY PAYS  |
| Employee                     | \$516.89        | \$0.00                | \$516.89   |
| Spouse only                  | \$1,221.42      | \$117.34              | \$1,104.08 |
| Children only                | \$899.71        | \$83.05               | \$816.66   |
| Family                       | \$1,511.74      | \$148.99              | \$1,362.75 |

Dependents who are not enrolled when the employee is first eligible for enrollment will be considered a "late entrant." Late entrants will only be accepted for coverage during the

City's annual open enrollment during June of each year, with changes effective July 1. During the plan year, only certain qualifying events will permit a late entrant to be added at a time other than open enrollment, such as marriage, birth of a child, or termination of spouse's employment - such adds must be reported within thirty-one (31) days of the qualifying event.

Once insurance benefits become effective, it is the employee's responsibility to notify the Personnel Office of any changes which may affect coverage, such as family status, as well as changes of name, address, and telephone number.

Dental Insurance Plan (Plan Year 07/01/24 - 06/30/25)

The City provides a Dental Plan through BlueCross Blue Shield of Texas ([www.bcbstx.com](http://www.bcbstx.com)). The employee premium is paid in full by the City. Employees may elect spouse only, children only, or family coverage which is paid via semi-monthly payroll deduction.

| July 1, 2024 - June 30, 2025 |                 |                       |           |
|------------------------------|-----------------|-----------------------|-----------|
| <b>HIGH PLAN</b>             | MONTHLY PREMIUM | EMPLOYEE MONTHLY COST | CITY PAYS |
| Employee                     | \$30.75         | \$0.00                | \$30.75   |
| Spouse only                  | \$68.66         | \$37.91               | \$30.75   |
| Children only                | \$66.75         | \$36.00               | \$30.75   |
| Family                       | \$106.70        | \$75.95               | \$30.75   |
| July 1, 2024 - June 30, 2025 |                 |                       |           |
| <b>LOW PLAN</b>              | MONTHLY PREMIUM | EMPLOYEE MONTHLY COST | CITY PAYS |
| Employee                     | \$24.52         | \$0.00                | \$24.52   |
| Spouse only                  | \$54.26         | \$29.74               | \$24.52   |
| Children only                | \$53.16         | \$28.64               | \$24.52   |
| Family                       | \$84.87         | \$60.35               | \$24.52   |

Dependents who are not enrolled when the employee is first eligible for enrollment will be considered a "late entrant." Late entrants will only be accepted for coverage during the City's annual open enrollment during June of each year, with changes effective July 1. During the plan year, only certain qualifying events will permit a late entrant to be added at a time other than open enrollment, such as marriage, birth of a child or termination of spouse's employment - such adds must be reported within thirty-one (31) days of the qualifying event.

Once insurance benefits become effective, it is the employee's responsibility to notify the Personnel Office of any changes which may affect coverage, such as family status, as well as

changes of name, address, and telephone number.

Long Term Disability Insurance Plan

The City provides a Long Term Disability Policy through Dearborn National. The employee premium is paid in full by the City.

Life and Accidental Death and Dismemberment Insurance Plan

The City provides a Life and Accidental Death & Dismemberment Policy through Dearborn National. The employee premium is paid in full by the City. The current death benefit is equivalent to twice the employee's base salary rounded to the nearest \$1,000.00, to a maximum of \$200,000.00. For example, an employee who earns a base salary of \$13.43 per hour would receive a death benefit of \$56,000.00. ( $\$13.43/\text{hr.} \times 2,080 \text{ hrs./yr.} = \$27,934.40/\text{yr.} \times 2 = \$55,868.80$ , rounded to nearest \$1,000.00 = \$56,000.00). For active employees attaining the age 70, the death benefit is reduced to 65% of the amount then currently in force and at age 75, the death benefit is reduced to 50%. Retired employees are eligible for a flat \$10,000.00 death benefit upon retirement.

Voluntary Life and Accidental Death and Dismemberment Insurance Plan

Active employees may purchase additional coverage offered under the Voluntary Life Plan at their own expense, for themselves and eligible dependents. Additional information regarding this voluntary benefit may be obtained by contacting the Personnel Department.

Voluntary Vision Benefits

Active employees may purchase voluntary benefits through United HealthCare ([www.uhc.com](http://www.uhc.com)) at their own expense, for themselves and eligible dependents.

| <b>UHC Vision</b> | <b>MONTHLY PREMIUM</b> | <b>EMPLOYEE MONTHLY COST</b> | <b>CITY PAYS</b> |
|-------------------|------------------------|------------------------------|------------------|
| Employee          | \$5.48                 | \$5.48                       | \$0.00           |
| Family            | \$11.78                | \$11.78                      | \$0.00           |

COBRA and HIPAA Compliance Services

The City provides COBRA and HIPAA compliance services through Flores and Associates ([www.flores247.com](http://www.flores247.com)).

Workers Compensation

The City provides Workers' Compensation insurance through Texas Municipal League Intergovernmental Risk Pool ([www.tmlirp.org](http://www.tmlirp.org)). This coverage provides medical and salary continuation payments to employees who receive a bona fide, on-the-job, work related injury.

**4. Other Benefit Programs**

Social Security

The City of Nederland contributes to the Social Security System on behalf of each employee.

### IRS Section 125 Cafeteria Plan

The City provides an IRS Section 125 Cafeteria Plan. A Cafeteria Plan is a benefit plan established by the City which allows each employee to choose from a menu of qualified benefits with the employee cost of selected benefits paid on a pre-tax basis. Examples of qualified benefits are medical, dental, cancer and accident insurance plans. If an employee does not participate in the Cafeteria Plan, then the employee cost of selected benefits will be taxed.

### Mission Square Retirement (formerly) ICMA-RC

Employees may elect to participate in the Mission Square Retirement plan (ICMA-RC) ([www.missionsq.org](http://www.missionsq.org)). Public employees have a unique opportunity to supplement their retirement income. Employees can invest in a 457 retirement plan through automatic payroll deductions. The payroll deductions are pre-tax contributions. Employee contributions and earnings on them are not taxed while the employee lets them grow since they are retirement savings. This plan is not to be confused with the TMRS plan. The City does not match employee contributions to this plan. The plan is administered by the City's Director of Finance.

### Tuition Reimbursement

Subject to approval by the City Manager, employees who complete a course at an accredited college or university which is related to his/her work at the City of Nederland may be reimbursed for 50% of out of pocket expenses for tuition and books with a grade of C or better. Attendance must not conflict with work hours.

### Drivers License Fee Reimbursement

Employees are reimbursed for the difference between a Texas Class C Operators drivers license and any additional drivers license requirements or endorsements related to his/her work at the City of Nederland.

### Uniforms and Shoes

Employees holding certain job titles are either furnished or reimbursed for the costs of required uniforms and shoes.

### Employee Assistance Program

Employees and their eligible dependents may participate in the Employee Assistance Program, which provides up to five free counseling sessions per eligible individual per problem situation each contract year. The program is confidential and may be accessed by a telephone call to the provider. The EAP deals with problems such as depression, family, alcohol/drugs, marital, behavioral, stress/anxiety, job/school, parent/child, and grief. It also provides limited legal and financial planning services. The City's current provider is Interface EAP ([ieap.com](http://ieap.com)).

### Marion and Ed Hughes Public Library

City of Nederland employees are eligible for a free library card. All N.I.S.D. students residing inside and outside of City limits are eligible for free library cards. Employees may

access the meeting room under the same guidelines provided to citizens. Call 409-722-1255 for details.

#### Nederland Recreation Center and Park Grounds

City of Nederland employees may use the Recreation Center (basketball, volleyball, game room) for free; the racquetball courts for \$2 per person per hour. Employees may reserve use of certain areas of the Recreation Center and parks grounds for eligible functions. Deposits may be waived but rental fees are required. Call 409-724-0773 for details.

#### Doornbos Park Swimming Pool

City of Nederland employees and their families (defined as spouse, children, and step-children) have free access to Doornbos Park swimming pool during the dates and times the pool is open to the general public. Employees may rent the pool for parties same as the public (all deposits and rental fees are required.) Call 409-724-0773 for details.

#### Labor Unions

Employees may elect to join union organizations and set up union dues payments through automatic payroll deduction. The Fire and Police unions are subject to collective bargaining agreements in accordance with the *Texas Local Government Code*, Chapter 174. The Fire Department is subject to Civil Service provisions of the *Texas Local Government Code*, Chapter 143.

### 5. **Leave Time**

#### Vacation Leave

Although employees begin accruing vacation leave from the first day of regular full-time hire, they are ineligible for vacation leave benefits during the first year of employment. Accruals are as follows: Years 1-5=2 weeks, Years 5-9=3 weeks, Years 10-19=4 weeks, Years 20-24=5 weeks, Years 25+=6 weeks.

#### Sick Leave

Although employees begin accruing sick leave from the first day of regular full-time hire, they are ineligible for sick leave benefits during the first six months of employment. Most employees accrue ten hours of sick leave per month with a maximum allowable accumulation of 1,320 hours. Most employees may utilize 40 hours of their sick leave each year for the care of an immediate family member. Upon separation of employment with the City, most employees are paid up to 25% of 1,320 hours of unused accumulated sick leave.

#### Family and Medical Leave Act

An employee must have at least twelve months service in order to qualify for leave under the Family and Medical Leave Act.

#### Other Types of Leave

Other forms of leave are available, such as Injury Leave, Military Leave, Civil Leave, Emergency Leave, and Administrative Leave.

## 6. **Holidays**

The following eleven holidays are normally observed as paid holidays: New Year's Day, Martin Luther King, Jr. Day, President's Day, Good Friday (Easter for Firefighters), Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Friday following Thanksgiving Day, Christmas Eve, Christmas Day and Employee's Birthday.

New employees are allowed to take their Birthday Holiday during the first year of employment since it is considered a holiday, not vacation. The Birthday Holiday does not necessarily have to be taken on the employee's birth date.



**CITY OF NEDERLAND**  
**EMPLOYMENT APPLICATION (REV. 10/2023)**

City of Nederland Personnel Department  
P. O. Box 967, 207 N. 12th Street  
Nederland, TX 77627  
Telephone: (409) 723-1501

|                                     |
|-------------------------------------|
| <u>DISTRIBUTION</u>                 |
| <input type="checkbox"/> Dept. Head |
| <input type="checkbox"/> Supervisor |

Equal access to programs, services, and employment is available to all persons.

Those applicants requiring reasonable accommodation to the employment process should notify the Personnel Office.

|  |                  |            |             |                                 |        |  |
|--|------------------|------------|-------------|---------------------------------|--------|--|
| <b><u>ESSENTIAL SERVICES POLICY NOTICE</u></b>   |                  |            |             |                                 |        |  |
| All Regular Full-Time positions require incumbents in the course and scope of their employment to provide services for the benefit of the general public during emergency situations that threaten the safety of Nederland's citizens. Without an approved waiver, employees are required to work immediately before, during, or immediately after an emergency.   |                  |            |             |                                 |        |  |
| Position applied for: Telecommunications Dispatcher  |                  |            |             | Posting date: December 17, 2024 |        |  |
| Referral source: <input type="checkbox"/> -City web-site <input type="checkbox"/> -Texas Workforce Commission <input type="checkbox"/> -Referred by City employee<br><input type="checkbox"/> -City bulletin board <input type="checkbox"/> -Other      Name of source, if applicable: _____   |                  |            |             |                                 |        |  |
| Last Name (Indicate Jr., Sr., III)   |                  | First Name |             | Middle Name                     |        |  |
| If ever known/identified by any other name(s), please list full name(s):   |                  |            |             |                                 |        |  |
| Mailing address:   | Street or PO Box | City       | State       | Zip                             |        |  |
| Physical address:  | Street           | City       | State       | Zip                             |        |  |
| Telephone numbers:   | Residence-(    ) |            | Cell-(    ) |                                 |        |  |
| In supporting our effort to go paperless, please list an email address in this section that all correspondence regarding this job opening can be sent to. All contact regarding testing, interviews, etc. will be emailed unless you request otherwise.<br><input type="checkbox"/> I would like all correspondence to be sent to the email address listed below:<br><b>Email address:</b> _____<br><input type="checkbox"/> I do not have internet access and/or do not regularly use email as a form of communication. Please send all correspondence via US mail to the mailing address listed above. |                  |            |             |                                 |        |  |
| Type of employment desired: <input type="checkbox"/> -Full time <input type="checkbox"/> -Part time <input type="checkbox"/> -Temporary <input type="checkbox"/> -Internship   |                  |            |             |                                 |        |  |
| Have you submitted an application here before? If yes, give approximate dates.   |                  |            |             |                                 |        | <input type="checkbox"/> -Yes <input type="checkbox"/> -No |
| Have you previously worked for the City of Nederland? If yes, where and when?  |                  |            |             |                                 |        | <input type="checkbox"/> -Yes <input type="checkbox"/> -No |
| Are you related to any member of City Council or any person now employed by the City of Nederland? If yes, please list their names and relationship.   |                  |            |             |                                 |        | <input type="checkbox"/> -Yes <input type="checkbox"/> -No |
| Earliest date you would be available to begin duty, if selected:   |                  |            |             |                                 |        | _____  |
| What is the best number to reach you and what is the best time to call?<br>(    ) _____ - _____, extension _____. Best time: _____   |                  |            |             |                                 |        | <input type="checkbox"/> -Yes <input type="checkbox"/> -No |
| What is your current availability for work?  |                  |            |             |                                 |        |  |
| Sunday   | Monday           | Tuesday    | Wednesday   | Thursday                        | Friday | Saturday   |
|  |                  |            |             |                                 |        |  |

**EMPLOYMENT DISCIPLINE AND TERMINATION** If yes to any of the below, explain in detail on a separate page. Include employer, date of action, circumstances, etc. Be specific.

|  |  |
|--|--|
| Have you ever been subjected to any type of disciplinary action at work?   | <input type="checkbox"/> -Yes <input type="checkbox"/> -No |
| Have you ever been subjected to any type of investigation for disciplinary or internal employment reasons?                                       | <input type="checkbox"/> -Yes <input type="checkbox"/> -No |
| Has it ever been suggested to you, or have you ever been asked to resign, from any position of employment?                                       | <input type="checkbox"/> -Yes <input type="checkbox"/> -No |
| Have you ever resigned from any position or employment while under investigation or after being notified that an investigation was contemplated? | <input type="checkbox"/> -Yes <input type="checkbox"/> -No |
| Have you ever been fired or told that you were going to be fired?  | <input type="checkbox"/> -Yes <input type="checkbox"/> -No |

**CRIMINAL HISTORY**

|  |  |
|--|--|
| Have you ever been convicted of a misdemeanor (higher than Class C) or felony? <b>If yes</b> , describe in full on a separate sheet of paper, including dates, criminal offenses, location (city and state), and disposition.  | <input type="checkbox"/> -Yes <input type="checkbox"/> -No |
| Have you ever pled guilty to, received probation, deferred adjudication, or been placed on any form of diversion for any criminal offense (misdemeanors and felonies)? <b>If yes</b> , describe in full, including dates, criminal offenses, location (city and state), and disposition.   | <input type="checkbox"/> -Yes <input type="checkbox"/> -No |
| Are you currently serving probation, deferred adjudication, or any form of diversion for any criminal offense? <b>If yes</b> , describe in full on a separate sheet, including criminal offense(s), current status, expected date of completion, and the name(s) and telephone number(s) of the probation officer or other person(s) to whom you report while on probation, deferred adjudication, or other form of diversion. | <input type="checkbox"/> -Yes <input type="checkbox"/> -No |
| Have you ever applied for a concealed handgun permit? If yes, was the permit granted or denied? <b>If denied</b> , describe the reason for denial in full on a separate sheet of paper.  | <input type="checkbox"/> -Yes <input type="checkbox"/> -No |
| Have you ever been charged or convicted for a violation relating to concealed handguns? <b>If yes</b> , describe in full on a separate sheet.  | <input type="checkbox"/> -Yes <input type="checkbox"/> -No |

**EDUCATION AND TRAINING.** Copies of transcripts and/or certificates/degrees received from formal education or training must be submitted if required for the job as stated in job description.

| High School or GED?  | Completed?   | School or Program Name | City, State          | Highest Grade Completed                           |
|--|--|------------------------|----------------------|---|
| <input type="checkbox"/> High School<br><input type="checkbox"/> GED | <input type="checkbox"/> -Yes <input type="checkbox"/> -No |                        |                      |   |
| Education  | Graduated?   | School Name            | Major Areas of Study | Hours completed or Degree or Certificate received |
| College/University   | <input type="checkbox"/> -Yes <input type="checkbox"/> -No |                        |                      |   |
| Graduate School  | <input type="checkbox"/> -Yes <input type="checkbox"/> -No |                        |                      |   |
| Business/Technical   | <input type="checkbox"/> -Yes <input type="checkbox"/> -No |                        |                      |   |
| Special Courses  | <input type="checkbox"/> -Yes <input type="checkbox"/> -No |                        |                      |   |

**CURRENT LICENSES/CERTIFICATIONS/REGISTRATIONS**

| Type   | Number | State | Expiration |
|--|--------|-------|------------|
| Drivers: <input type="checkbox"/> -Class C <input type="checkbox"/> -Class A CDL<br><input type="checkbox"/> -Class B CDL <input type="checkbox"/> -Other: _____ |        |       |            |

What special endorsements or restrictions do you have on your CDL license? (If applicable): \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

Skills and Qualifications - List skills and qualifications you possess that are applicable to this position:

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**ASSOCIATIONS AND OFFICES HELD** List professional, trade, business, or civic associations/organizations and any offices held. *Exclude* memberships which would reveal sex, race, religion, national origin, age, color, disability, or any other similarly protected status.

| Dates | Association/Organization | Membership, Offices Held |
|-------|--------------------------|--------------------------|
|       |                          |                          |
|       |                          |                          |
|       |                          |                          |

**ACCOMPLISHMENTS** List special accomplishments, publications, awards, etc.. *Exclude* information which would reveal sex, race, religion, national origin, age, color, disability, or any other similarly protected status.

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**INTEREST IN THIS POSITION** Please state why are you interested in this position and your reason for wanting to leave your current employer.

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**ADDITIONAL INFORMATION** List any additional information you wish to be considered.

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**REFERENCES** List three business/work references who are not related to you and are *not* previous supervisors. If not applicable, list three school or personal references who are not related to you.

| Name | Telephone | Describe Affiliation | Years Known |
|------|-----------|----------------------|-------------|
|      | (    )    |                      |             |
|      | (    )    |                      |             |
|      | (    )    |                      |             |













## AUTHORIZATION AND RELEASE FORM

I understand this application is current for this selection process only. At the conclusion of this selection process, this application will become inactive. When a future vacancy arises, and if I wish to be considered for employment, it will be necessary for me to fill out a new application. Applications submitted after the posted deadline will not be accepted.

I understand the City of Nederland, hereinafter referred to as "the City", does not unlawfully discriminate in employment and no question on this application is used for the purpose of limiting or excusing any applicant from consideration for employment on a basis prohibited by local, State, or Federal law.

I understand it is the City's policy not to refuse to hire a qualified individual with a disability because of that person's need for a reasonable accommodation as required by the ADA. Applicants may be required to perform particular job functions as a part of the testing procedure in accordance with the selection procedures designated for particular job titles. The demonstration tests will be required of all applicants for the particular job, without exception. Applicants are to notify the City in advance of any reasonable accommodation necessary to perform job functions or tests.

I understand that in accordance with the City of Nederland Substance Abuse Policy that any applicant tentatively selected for this position will be required to submit to pre-job offer testing to screen for substance and/or alcohol abuse prior to employment, and that employment in the position will be contingent upon a negative test result. I understand that failing the substance and/or alcohol screen will eliminate me from being considered for this position and any other position with the City for a one year period.

I understand that if I am hired for a position requiring a commercial drivers license, I must comply with the Omnibus Transportation Employee Testing Act of 1991.

I understand that if I am made a tentative offer of employment, my employment is contingent upon successful completion of a post conditional job offer fitness for duty examination and/or medical examination.

I understand that if I am hired, I will be required to provide proof of identity and legal work authorization.

I understand that all Regular Full-Time positions require incumbents in the course and scope of their employment to provide services for the benefit of the general public during emergency situations that threaten the safety of Nederland's citizens. Without an approved waiver, employees are required to work immediately before, during, or immediately after an emergency.

I understand that the information given in the employment process may be investigated and inquiries will be made concerning my employment, education, criminal history, driving records, and other related matters. I give the City the right to contact and obtain information from all references, employers, educational institutions, and government agencies and to otherwise verify the accuracy of the information contained in this application. I hereby release from liability the City and its representatives for seeking, gathering, and using such information and all other persons, corporations, agencies, or organizations for furnishing such information. Accordingly, I hereby authorize all current and former employers, and all other public and private concerns, including (but not limited to) consumer reporting agencies and similar entities, to release any and all information maintained by any such employer, concern, agency, or entity concerning my personal history. I understand if employment with the City is denied wholly or partly because of information contained in a consumer report obtained from

a consumer reporting (or similar) agency, that I will be entitled to receive from the City only the name and address of the consumer reporting agency or agencies from which the report was obtained.

In consideration of the City's acceptance and consideration of any application for employment, I hereby, and by these presents do for my heirs, agents, executors, administrators, and assigns, release and forever discharge the City and all affiliated entities from all claims, demands, damages, actions, and causes of action pertaining to or arising out of the City's consideration for my application for employment and use, so long as not malicious, of all information obtained in the course or as a result of all inquiries made into my personal history, and release and forever discharge all former employers from all liability arising out of disclosure to the City of information pertaining to my personal history.

I understand that the City is an employment-at-will employer, in that, either I or the City may terminate my employment at any time for any or no reason subject to applicable state of federal law. I understand that if I am hired, I am free to resign at any time, with or without cause and without prior notice, and the City reserves the same right to terminate my employment at any time, with or without cause and without prior notice, except as may be required by law. This application does not constitute an agreement or contract for employment for any specified period or definite duration. I understand that no representative of the City, other than an authorized officer, has the authority to make any assurances to the contrary. I further understand that any such assurances must be in writing and signed by an authorized officer.

I understand that my application is subject to the Texas Public Information Act and may be released as a public document. I understand that this application is the property of the City and will become a part of my personnel file if I am hired.

I understand that any falsification, willful omission or deception made in connection with the employment process shall be sufficient cause for refusal of employment or dismissal whenever it is discovered.

I certify that all statements made herein or elsewhere in connection with my application for employment are true and correct. I represent and warrant that I have read and fully understand the foregoing and seek employment under these conditions.

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Signature of Applicant

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Date Signed

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Print Name