

# 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>Laborer</b>   |                            |             |             |                            |             |             |
| <b>Department:</b>           | <b>Public Works/Street and Drainage</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 10/1/2025 – 9/30/2026)</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      |
|                              | \$18.83  | \$19.39                    | \$20.55     | \$21.79     | \$23.08                    | \$24.45     | \$25.60     |
|                              | \$39,166.40  | \$40,331.20                | \$42,744.00 | \$45,323.20 | \$48,006.40                | \$50,856.00 | \$53,248.00 |
| <b>Benefits Eligible:</b>    | <b>Yes</b>   |                            |             |             |                            |             |             |
| <b>Applications Open:</b>    | <b>Wednesday, March 18 2026</b>  |                            |             |             |                            |             |             |
| <b>Application Deadline:</b> | <b>First review of applications will be on Friday, March 27, 2026 and if necessary, reviewed weekly on Friday 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 drivers 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 (02-2024)**

### **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.

### **Job Postings**

The City of Nederland Personnel Office posts all job openings. Applications are accepted only for positions that are currently open as posted and are accepted up to the posted closing date and time. It is necessary to submit a separate City of Nederland Employment Application for each position for which you want to be considered for employment. Your education and experience must match the minimum eligibility requirements identified on the posting. All applications are screened for minimum eligibility requirements and other qualification criteria by management. All applicants will receive a letter from the Personnel Office regarding either the qualification or disqualification of their application. Applicants whose applications are qualified will receive a letter containing further instructions regarding the next phase of the process.

### **How to Apply**

An application may be obtained through the City of Nederland Personnel Office which is located in the City of Nederland Office Building at 207 N. 12<sup>th</sup> Street, Nederland, Texas 77627 or by visiting the Job Openings page on the City's website at [www.ci.nederland.tx.us](http://www.ci.nederland.tx.us). To apply for a job, you must complete an application and deliver it by the posted deadline to the City of Nederland Personnel Office, 207 N. 12<sup>th</sup> Street (or by mail to P. O. Box 967), Nederland, Texas 77627. Applications sent by mail must be received by the posted deadline, regardless of post mark. The City will not 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.

### **Employment Application Instructions**

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, may be included with the application. 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."

□ **Selection Process**

Typically, the selection process takes four to six weeks from the closing date, and includes, but is not limited to, the following:

1. Employment Application  
Submit a completed City of Nederland Employment Application to the City of Nederland Personnel Department, 207 N. 12<sup>th</sup> Street (or by mail to P. O. Box 967), Nederland, Texas 77627 by the posted deadline.
2. Written Examination  
Selected applicants may be invited to a skills/knowledge (written) examination. Each applicant's grade on the examination will be based on a maximum grade of 100 percent, determined entirely by the correctness of the answers to the questions. A minimum passing grade is 70 percent, and each applicant must pass the examination in order to be placed on the eligibility list. If the examination given contains more than one section, applicants must score a minimum passing grade of 70 percent, based on an average of all sections, to be placed on the eligibility list. This numeric score will be weighted at 40 percent of the total points earned during the hiring process.
3. Oral Interview  
Applicants remaining on the eligibility list will be invited to oral interview before an interview panel and given a numeric score based on selected interview questions and criteria set forth by the City. Applicants must meet the minimum passing grade of 70 percent to be placed on the eligibility list. If a written examination is administered this numeric interview score is weighted at 60 percent of the total points earned during the selection process, otherwise the interview score will be weighted at 100 percent.
4. Eligibility List  
Once the interview scores have been calculated, a ranking order will be derived. Applicants must meet an overall minimum passing grade of 70 percent to be placed on the eligibility list. The City Manager will determine the life of the eligibility list

on a case-by-case basis.

5. Job Offer

A conditional offer of employment will be extended to the top-ranking applicant at the Department Head's recommendation and subject to the City Manager's approval. The City Manager or his/her designee will ensure that the applicant's qualifications match those set forth by the City. The job offer is conditioned upon successful background investigation and successful completion of the remaining phases of the selection process, which includes, but is not limited to, drug and/or alcohol screen, WorkSTEPS physical assessment and medical evaluation. Official job offers are extended only by the Personnel Office.

6. Entitlement to Work

The Immigration Reform and Control Act of 1986 requires that all new employees verify identity and entitlement to work in the United States by providing required documentation.

**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:

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)

Office Hours: 8:00 a.m. - 5:00 p.m., Monday through Friday

---

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.

---

ATTACHMENTS:   Job Posting  
                      Job Description  
                      Proposed Pay Plan  
                      Employee Benefits Summary  
                      Employment Application

**CITY OF NEDERLAND  
POSITION CLASSIFICATION PLAN**

**Class Title:** Laborer  
**Department:** Streets & Drainage - Public Works  
**FLSA:** Non-Exempt  
**Amended:** March 18, 2026

**GENERAL PURPOSE**

Performs a variety of maintenance work, and operates a variety of equipment in the construction, operation, repair, maintenance, and replacement of City street, storm drainage facilities, City facilities, City vehicles and equipment.

**SUPERVISION RECEIVED**

Works under the supervision of a Heavy Equipment Operator, and/or Departmental Supervisor, and/or Department Head.

**SUPERVISION EXERCISED**

None.

**ESSENTIAL DUTIES AND RESPONSIBILITIES**

Inspects and/or repairs streets, storm drainage systems, City facilities, City vehicles and equipment, and intervals to insure that all aspects of the systems are functioning properly.

Maintains a variety of records relating to inspections, maintenance activity, water supply, consumption, etc..

Determines the locations of gas, telephone, power, television, water and sewer lines from the appropriate sources prior to excavation.

Responds to complaints regarding Streets & Drainage work orders, evaluates situation; explains findings to supervisor.

Insures the proper maintenance of equipment and tools by cleaning and checking equipment and tools after use.

Performs routine inspection and preventive maintenance on assigned equipment and refers defects or needed repairs to supervisor; cleans equipment.

Drives trucks of various sizes and weights in the loading, hauling and unloading of various equipment, gravel and sand.

Operates light and medium-sized construction and power equipment, such as mechanized broom, jetter/inductor truck or backhoe/loader, plate compactor, chainsaws, weed eaters, mowers, and other misc. hand tools.

Operates a variety of power construction and maintenance equipment used in the Streets & Drainage department.

Performs required labor involved in construction and maintenance projects as part of a crew, including, but not limited to, pavement cutting, ditch digging, manhole and line cleaning, main and pipe repair, laying and backfilling, street repair and rebuilding, and grounds and facility maintenance.

Cuts, fits, lays, repairs, taps, cleans and flushes water mains, pipe, gates and fittings on repair of mains and services and installation of services.

Mows, weedeats, trims limbs and performs other grounds related activities.

Assists in the training of lower level employees to increase their skills in the maintenance, construction and repair of street, storm drainage facilities, City facilities, City vehicles and equipment and parks and recreation facilities.

Performs all duties in conformance to appropriate safety and security standards.

### **PERIPHERAL DUTIES**

Serves on various employee or other committees as assigned.

### **DESIRED MINIMUM QUALIFICATIONS**

#### **Education and Experience**

- (A) Graduation from high school education or GED equivalent;
- (B) One (1) year of experience relating to construction, maintenance, or repair; or
- (C) Any equivalent combination of education and experience.

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

- (A) Some knowledge of equipment, facilities, materials, methods and procedures used in maintenance, construction and repair activities.
- (B) Skill in operation of some of the listed tools and equipment.
- (C) Ability to perform heavy manual tasks for extended periods of time; ability to work safely; ability to communicate effectively verbally and in writing; ability to establish and maintain effective working relationships with employees, other departments and the public; ability to understand and carry out written and oral instructions.
- (D) Construction experience preferred.

### **SPECIAL REQUIREMENTS**

Valid state driver's license.

After six (6) months of satisfactory employment, employee will be eligible to complete training to obtain a Class B Texas Commercial Drivers License (and applicable endorsements) and promote to the position of Maintenance Worker through an internal advancement program.

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**

Motorized vehicles and equipment, including, but not limited to, dump truck, pickup truck, utility truck, street sweeper, jetter/inductor truck, street roller, manlift, tamper, plate compactor, saws, pumps, aeroil propane kettle, compressors, sanders, generators, common hand and power tools, shovels, wrenches, detection devices, mobile radio, phone, ditch witch, mechanized broom, backhoe/loader.

### **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 regularly required to use hands to finger, handle, feel or operate objects, tools, or controls and reach with hands and arms. The employee frequently is required to stand and talk or hear. The employee is required to walk, sit, climb, balance, stoop, kneel, crouch, crawl and smell.

The employee must frequently lift and/or move up to 25 pounds and occasionally lift and/or move up to 100 pounds. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception 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.

While performing the duties of this job, the employee regularly works in outside weather conditions. The employee frequently works near moving mechanical parts and is frequently exposed to wet and/or humid conditions and vibration. The employee occasionally works in high, precarious places and is occasionally exposed to fumes or airborne particles, toxic or caustic chemicals, and risk of electrical shock.

The noise level in the work environment is usually loud.

### **SELECTION GUIDELINES**

Formal application; review of education and experience; appropriate testing and interviews; oral interview; background check; physical agility; drug screening; final selection and pre-employment medical examination. 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.

**CITY OF NEDERLAND PROPOSED PAY PLAN**

|  |                     |             |             |             |             |             |
|--|---------------------|-------------|-------------|-------------|-------------|-------------|
| Job Title:   | Laborer             |             |             |             |             |             |
| FLSA Classification:   | Non-exempt (Hourly) |             |             |             |             |             |
| City Classification:   | Regular Full Time   |             |             |             |             |             |
| <b>BASE SALARY FOR FISCAL YEAR 2025 - 2026</b> (effective 10/01/2025 – 09/30/2026) |                     |             |             |             |             |             |
| New 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      |
| \$18.83  | \$19.39             | \$20.55     | \$21.79     | \$23.08     | \$24.45     | \$25.60     |
| \$39,166.40  | \$40,331.20         | \$42,744.00 | \$45,323.20 | \$48,006.40 | \$50,856.00 | \$53,248.00 |

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

|                                   |
|-----------------------------------|
| <b>CERTIFICATE PAY</b>            |
| Not applicable to this job title. |

|                                   |
|-----------------------------------|
| <b>SHIFT DIFFERENTIAL PAY</b>     |
| Not applicable to this job title. |

|  |
|--|
| <b>WORK SCHEDULE</b>   |
| The typical work schedule is 7:00 a.m. until 3:30 p.m., Monday through Friday. Overtime as required. Call-out options are available. |

|   |
|---|
| <b>ESSENTIAL SERVICES POLICY</b>  |
| 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 07/2025)**

**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 (or twelve months for Police Officers and Firefighters), 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.   | 11.27% (Effective 01/01/2026)   |
| 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 07/01/25 - 06/30/26)

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, 2025 - June 30, 2026 |                 |                       |            |
|------------------------------|-----------------|-----------------------|------------|
| <b>Standard PPO Plan</b>     | MONTHLY PREMIUM | EMPLOYEE MONTHLY COST | CITY PAYS  |
| Employee                     | \$779.46        | \$0.00                | \$779.46   |
| Spouse only                  | \$1,841.88      | \$490.04              | \$1,351.84 |
| Children only                | \$1,356.74      | \$357.58              | \$999.16   |
| Family                       | \$2,279.68      | \$610.28              | \$1,669.40 |
| <b>HMO Plan</b>              | MONTHLY PREMIUM | EMPLOYEE MONTHLY COST | CITY PAYS  |
| Employee                     | \$706.84        | \$0.00                | \$706.84   |
| Spouse only                  | \$1,670.28      | \$341.52              | \$1,328.76 |
| Children only                | \$1,230.34      | \$248.18              | \$982.16   |
| Family                       | \$2,067.29      | \$426.46              | \$1,640.83 |
| <b>HSA Plan</b>              | MONTHLY PREMIUM | EMPLOYEE MONTHLY COST | CITY PAYS  |
| Employee                     | \$597.23        | \$0.00                | \$597.23   |
| Spouse only                  | \$1,411.26      | \$117.34              | \$1,293.92 |
| Children only                | \$1039.55       | \$83.05               | \$956.50   |
| Family                       | \$1746.71       | \$148.99              | \$1,597.72 |

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 07/01/25 - 06/30/26)

The City provides a Dental Plan through United Healthcare ([www.myuhc.com](http://www.myuhc.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, 2025 - June 30, 2026 |                 |                       |           |
|------------------------------|-----------------|-----------------------|-----------|
| <b>HIGH PLAN</b>             | MONTHLY PREMIUM | EMPLOYEE MONTHLY COST | CITY PAYS |
| Employee                     | \$32.09         | \$0.00                | \$32.09   |
| Spouse only                  | \$71.65         | \$39.56               | \$32.09   |
| Children only                | \$69.66         | \$37.57               | \$32.09   |
| Family                       | \$111.35        | \$79.26               | \$32.09   |
| July 1, 2025 - June 30, 2026 |                 |                       |           |
| <b>LOW PLAN</b>              | MONTHLY PREMIUM | EMPLOYEE MONTHLY COST | CITY PAYS |
| Employee                     | \$25.59         | \$0.00                | \$25.59   |
| Spouse only                  | \$56.63         | \$31.04               | \$25.59   |
| Children only                | \$55.48         | \$29.89               | \$25.59   |
| Family                       | \$88.57         | \$62.98               | \$25.59   |

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.

| UHC Vision | MONTHLY PREMIUM | EMPLOYEE MONTHLY COST | CITY PAYS |
|------------|-----------------|-----------------------|-----------|
| 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) (<https://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 driver 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).

### 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 – Hourly Positions

Although hourly 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.

### Vacation Leave – Salaried Positions

Although salaried employees begin accruing vacation leave from the first day of regular full-time hire, they are ineligible for vacation leave benefits during the six months of employment. Starting vacation accruals for this position will be determined and authorized by the City Manager (up to 4 weeks) in accordance with the City's Personnel Policy.

### 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.

**ESSENTIAL SERVICES POLICY NOTICE**

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: Laborer

Posting date: March 18, 2026

Referral source:  -City web-site       -Texas Workforce Commission     -Referred by City employee  
 -City bulletin board     -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.

I would like all correspondence to be sent to the email address listed below:

**Email address:** \_\_\_\_\_

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:     -Full time     -Part time     -Temporary     -Internship

Have you submitted an application here before? If yes, give approximate dates.       -Yes     -No

Have you previously worked for the City of Nederland? If yes, where and when?       -Yes     -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.       -Yes     -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?  
(      ) \_\_\_\_\_ - \_\_\_\_\_, extension \_\_\_\_\_. Best time: \_\_\_\_\_       -Yes     -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:

|  |
|--|
|  |
|  |
|  |
|  |
|  |
|  |
|  |

**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.

|  |
|--|
|  |
|  |
|  |

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

|  |
|--|
|  |
|  |
|  |
|  |

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

|  |
|--|
|  |
|  |
|  |

**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.

---

Signature of Applicant

---

Date Signed

---

Print Name