

City of Houston
Human Resources Department
P.O. Box 1562
Houston, TX 77001



Get the whole picture ...

Your compensation is much more than your paycheck

There's an additional \$21,594 in benefits!

That's what the city pays each year in behind-the-scenes costs for one City of Houston employee making \$32,473* a year. That covers things like high-quality, affordable health care for you and your family (\$9,500), paid days off (\$4,500) and pension benefits so you can enjoy an active, worry-free, and long retirement.

The money you see in each paycheck is just a portion of how you're rewarded for your hard work.

Your salary is only 60 percent of your total compensation. There's sick leave, workers' compensation with salary continuation, wellness hours and more. Don't forget these important add-ons. A salary of \$32,473* is really worth \$54,067 a year.

Whatever your actual salary is, you get much more in benefits. With the city, you get the total package.

Cost to provide salary and benefits for a civilian employee making \$32,473* in 2007

Annual Salary	\$32,473*
Benefits	\$21,594
Insurance	\$9,488
Pension	\$5,110
Sick/Vacation/Holidays	\$4,512
Social Security/Medicare	\$2,484

This is a sample of a personalized statement that will be mailed to you in early 2008. It will be similar to the ones that you get from the Houston Municipal Employees Pension System or the Social Security Administration.

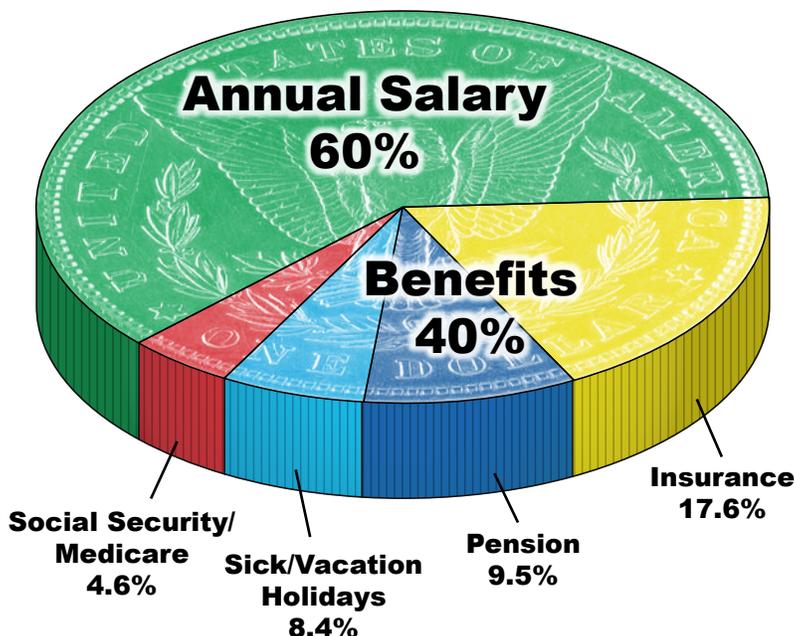
Total Compensation \$54,067

*Why \$32,473?

Because half of city employees make more than this amount. Half make less.

An employee making \$32,473 as of October 2007:

- Has a base salary of \$31,743, plus \$740 in additional types of recurring pay.
- Elects HMO family coverage.
- Has worked with the city for 9 years.
- Earns 17 days vacation leave each year.
- Earns 8 days of sick leave each year.
- Is paid for 11 city holidays each year.
- Has a total compensation of \$54,067 annually.



1. Annual salary includes base pay, longevity, bilingual and other recurring assigned pay, if any.
2. Unused sick and vacation days may have a cash value upon termination.
3. Data in the chart represents city cash contributions. Does not include employee contributions.