

**City Council Regular Meeting**

**DEPARTMENT:** Human Resources


**FROM:** Wanda Bullard, Deputy Director of Human Resources

**MEETING:** May 4, 2026

**SUBJECT:**

Consider and take possible action on a resolution adopting the revised FY2025-2026 employee handbook dated May 4, 2026, adding the critical illness supplemental income benefit required by state law in Chapter 12.3 Retirement Benefits (Staff Contact: *Wanda Bullard, Deputy Director of Human Resources*)

**STRATEGIC PRIORITY AND GOAL(S):**

Strategic Priority	Strategic Goal
 <p><b>High Performing City Organization</b>            Providing Exceptional, People Focused Services</p>	1.1 Develop a high-performance and diverse workforce 1.4 Be a responsible steward of the city's financial resources.

**SUMMARY:**

Effective on September 1, 2025, HB 4144, codified at Tex. Gov't Code § 607.153 requires political subdivisions with 50 or more peace officers or firefighters to provide a critical illness supplemental income benefit to eligible peace officers or firefighters that retire on or after January 1, 2026 forward. The benefit applies when a retiree is diagnosed with certain cancers, heart attack or stroke within three years after retirement. The required benefit amount is currently the lesser of: the retiree's final annual salary or \$100,000, but the \$100,000 minimum will be adjusted for inflation every 10 years by the Texas Commissioner for Workers Compensation.

Given that the city is adding a retirement benefit for statutory compliance, we recommend revising the Employee Handbook in Chapter 12.3 Retirement Benefits outlining the addition of the critical illness supplemental income benefit for qualifying peace officer and firefighter retirees.

**RECOMMENDATION:**

Staff recommends approving a resolution adopting the revised FY2025-2026 employee handbook dated May 4, 2026, adding the critical illness supplemental income benefit in Chapter 12.3 Retirement Benefits.

**PRIOR ACTION/INPUT (Council, Boards, Citizens):**

None

**REFERENCE:**

Tex. Gov't Code § 607.151

**FISCAL IMPACT:**

Proposed Expenditure/Revenue: N/A

Account Number(s): N/A

Fund: N/A

Account Description: N/A

Procurement Method: N/A

**STAFF CONTACT:**

Wanda Bullard  
Deputy Director of Human Resources  
[wbullard@burlesontx.com](mailto:wbullard@burlesontx.com)  
817-426-9644