

## **CITY OF EL MONTE**

### **Benefits for Civilian Mid-Management Employees**

- **Vacation** –

- o 80 hours during the first 2 years of service
- o 120 hours during after 3 years of service
- o 128 hours after 10 years of service
- o 136 hours after 11 years of service
- o 144 hours after 12 years of service
- o 152 hours after 13 years of service
- o 160 hours after 14 years of service

- **Holidays** – 110 hours each year

- o New Years' Day
- o Martin Luther King, Jr. Birthday
- o President's Day
- o Memorial Day
- o Independence Day
- o Labor Day
- o Veterans' Day
- o Thanksgiving
- o ½ day before Christmas
- o Christmas
- o ½ day before New Year's
- o Floating Holiday

- **Administrative Leave** – 80 hours per year; no carryover.

- **Sick Leave** – Accumulates ten hours per month; may be used after six month's of service.

- **Personal Leave** – May use up to 30 hours per year for personal business to be charged against sick leave.

- **Sick Leave Payoff On Retirement** – 50% payoff of all unused sick leave to a maximum of ½ of 1600 hours.

- **Health Insurance** – Up to \$797.00 paid per month by the City for medical and other approved insurance plans. Unused portion paid to employee as taxable cash.

- **Dental Insurance** – The City contributes up to \$122.56 per month.

- **Vision Insurance** – The City contributes up to \$31.68 per month.

- **Long Term Disability** – City paid premium (12.88) per month.

- **Medicare** – Employee pays 1.45% of pay. The City pays 1.45% of pay.

- **Retirement** – 2% at 55 from PERS + 1% at 55 from PARS. The PARS benefit requires 5 years of continuous full-time City of El Monte service with retirement immediately afterward.

- **Car Allowance** – Varies with position

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- **Mileage** – If employee does not receive a car allowance, the City pays the current IRS rate per mile for employees who use their personal vehicles while on City business.

- **Longevity**

- o \$75 per month after 5 years
- o \$100 per month after 10 years
- o \$125 per month after 15 years
- o \$150 per month after 20 years

- **Deferred Compensation** – The City contributes up to 9% of salary and longevity into a 401(a) plan. Other deferred compensation plans are available without a City contribution.

- **Credit Union** – City of El Monte Employees' Credit Union; 11718 Ramona Boulevard, El Monte, CA. Telephone: (626) 444-0501.

- **Unemployment Insurance** – Premiums paid by the City of El Monte

- **Workers' Compensation** – Up to one year's full salary for work related illness and injuries.