

# CITY OF EL MONTE

## Benefits for Sworn Police Officers

- **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** – 130 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 Admission Day
- o Veterans' Day
- o Thanksgiving
- o Day after Thanksgiving
- o Day before Christmas
- o Christmas
- o New Year's Eve

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

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

- **Sick Leave Payoff On Retirement** – 50% payoff of all unused sick leave.

- **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.

- **Long Term Disability** – City pays the premium (up to \$15.98) per month.

- **PERS Retirement** – 3% at 50 plan; single highest year. The City pays all contributions.

- **Medicare** – Employees pays 1.45% of pay. The City pays 1.45% of pay. This information is not a contract either expressed or implied and may be revoked or modified at any time without notice and without the right of appeal.

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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
- **Uniform Allowance** - \$1250 per year.
- **Court Time**
  - o Municipal – 2 hours minimum at 1 ½ time
  - o Superior – 4 hours minimum at 1 ½ time
  - o Standby – Straight time
- **Overtime** – 1 ½ time for work in excess of normal assigned shift.
- **Education Incentive**
  - o 2% for Basic POST certificate
  - o 7.5% for Intermediate POST certificate
  - o 13% for Advanced POST certificate
- **Deferred Compensation** – The City contributes up to 9% of salary and longevity into a deferred compensation plan. Other deferred compensation plans are available without 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.
- **Acting Pay** - 5% or nearest step in higher classification, whichever is greater, after three working shifts; retroactive to the first day.