

## **CITY OF EL MONTE**

### **Benefits for General Unit 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

- **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.

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

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

- **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.

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- **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
- **Overtime** – 1 ½ time for work over 10 hours per day or 40 hours per week.
- **Education Incentive**
  - o \$50 per month for an Associate's Degree
  - o \$100 per month for a Bachelor's Degree
  - o Education incentive is paid only for degrees earned **after** employment
- **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.
- **Acting Pay** - 5% or nearest step in higher classification, whichever is greater, after three working shifts; retroactive to the first day.