



**CITY OF EL MONTE
BENEFITS SUMMARY**

**SEIU GENERAL UNIT
EFFECTIVE JANUARY 1, 2019**

The following is a general outline of employee compensation and benefits. For a complete explanation of benefits, benefit eligibility and restrictions please refer to the General Unit (GU) Memorandum of Understanding (MOU).

COMPENSATION

Salary:
Established by City Council via the City of El Monte Classification and Compensation Plan.

Salary Range:
Salary ranges consist of five (5) steps.

Salary Adjustments:
3% COLA for all salary ranges effective January 1, 2019.
3% COLA for all salary ranges effective January 1, 2020.

Salary Progression:
Step advancement after twelve (12) months of satisfactory service. Initial step advancement following a promotion may occur after six (6) months.

Longevity Pay:

- Tier 1:

YEARS OF SERVICE	EMPLOYEE HIRE DATES	
	On/Before 06/30/1985	On or After 07/01/1985
After five (5) years	Two percent (2%)	\$ 75 per month
After ten (10) years	Four percent (4%)	\$ 100 per month
After fifteen (15) years	Five percent (5%)	\$ 125 per month
After twenty (20) years	Six percent (6%)	\$ 150 per month

- Tier 2: Additional Longevity Pay for employees hired on or before January 1, 2011:

YEARS OF SERVICE	EMPLOYEE HIRE DATES	
	On/Before 06/30/2000	On/After 07/01/2000
After five (5) years	Six percent (6%)	Three percent (3%)
After ten (10) years	Six percent (6%)	Six percent (6%)

Education/Certification Incentive and Additional Pay:

- Associate’s Degree – \$50 per month (must not be required for classification)
- Bachelor’s Degree – \$100 per month (must not be required for classification)
- P.O.S.T. Certificate – \$50 each per month for up to two for Dispatch and Records employees
- Commercial Pesticide Applicator Certification – 2.75% per month for Maintenance employees (requires written approval in advance of certification process)
- Certificates – \$50 each per month for up to two Water (T1-T5; D1-D5), Wastewater (C1-C4), Applicator Advisor, or Welder Certificates (must not be required for classification)
- Class A or B License – \$50 per month for Class A license with tanker endorsement or Class B license with passenger endorsement
- Search and Sample Collection Pay – \$50 per incident
- Translator Pay – \$50 per month for speaking or \$75 per month for speaking, reading, and writing
- Training Pay – 2.5% per work day
- Shift Differential Pay – \$175 per month for work shifts starting between 12:00 p.m. and 5:00 a.m.

BENEFITS

Cafeteria Plan Allotment:

January 1 – June 30, 2019 = \$1,510.59 (2nd lowest LA Area HMO family rate with cost sharing)

July 1 – December 31, 2019 = \$1,519.10 (2nd lowest LA Area HMO family rate)

Medical Insurance:

Plan Year 2019 (LA Area Rates)	Employee Only		Employee +1		Employee + Family	
	Monthly	Semi-Monthly	Monthly	Semi-Monthly	Monthly	Semi-Monthly
Anthem HMO Select	\$627.07	\$313.54	\$1,254.14	\$627.07	\$1,630.38	\$815.19
Anthem HMO Traditional	\$878.48	\$439.24	\$1,756.96	\$878.48	\$2,284.05	\$1,142.03
Blue Shield HMO	\$669.75	\$334.88	\$1,339.50	\$669.75	\$1,741.35	\$870.68
Health Net Salud Y Mas HMO	\$356.60	\$178.25	\$713.00	\$356.60	\$926.90	\$463.45
Health Net SmartCare HMO	\$584.27	\$292.14	\$1,168.54	\$584.27	\$1,519.10	\$759.55
Kaiser Permanente HMO	\$618.64	\$309.32	\$1,237.28	\$618.64	\$1,608.46	\$804.23
PERS Choice PPO	\$654.50	\$327.25	\$1,309.00	\$654.50	\$1,701.70	\$850.85
PERS Select PPO	\$420.77	\$210.39	\$841.54	\$420.77	\$1,094.00	\$547.00
PERS Care PPO	\$843.78	\$421.89	\$1,687.56	\$843.78	\$2,193.83	\$1,096.92
PORAC PPO	\$774.00	\$387.00	\$1,623.00	\$811.50	\$2,076.00	\$1,038.00
United Healthcare HMO	\$699.67	\$334.84	\$1,339.22	\$669.61	\$1,740.99	\$870.50

Cash In-Lieu and Cash-Out of Unused Cafeteria Plan Allotment:

- Employees hired on or before January 1, 2016: up to \$1,350 per month through June 30, 2019; up to full cafeteria plan allotment effective July 1, 2019.
- Employees hired after January 1, 2016: up to \$600 per month.
- May be taken as taxable cash or deferred compensation.

- Employees declining medical insurance coverage through City sponsored plans must file proof of alternative medical insurance coverage with the Human Resources/Risk Management Department.

Dental Insurance: HMO and PPO plans available for employee and eligible dependents. Effective through June 30, 2019, entire cost deducted from cafeteria plan allotment and/or payroll deduction. Effective July 1, 2019, City will pay/contribute up to lowest cost HMO family rate separate from cafeteria plan allotment. City contribution has no cash value.

Vision Insurance: City paid for employee and eligible dependents; not deducted from cafeteria plan allotment; no cash value.

Life Insurance: Group term life insurance plan available for voluntary participation through cafeteria plan allotment and/or payroll deductions.

Long Term Disability Insurance: Individual plans may be available through contracted vendors for voluntary participation through cafeteria plan allotment and/or payroll deductions.

Hepatitis A or B Immunizations: City provided for the following classifications: Jailer, Lead Jailer, Maintenance Worker, Evidence Technician, Recreation Coordinator, and Social Worker.

Flexible Spending Account (FSA): Employee paid through pre-tax payroll deductions, subject to IRS annual limits.

Deferred Compensation: Employee paid through pre-tax payroll deductions, subject to IRS annual limits.

Employee Assistance Program (EAP): Offers limited free and confidential counseling and referral services to employees related to work, personal, and life issues.

LEAVES

Holidays:

The City recognizes the following holidays per calendar year:

New Year's Day – January 1st

Martin Luther King Jr., Birthday – 3rd Monday in January

President's Day – 3rd Monday in February

Memorial Day – last Monday in May

Independence Day – July 4th

Labor Day – 1st Monday in September

Veteran's Day – November 11th

Thanksgiving Day – 4th Thursday in November

Christmas Eve (1/2 Day) – December 24th

Christmas Day – December 25th

New Year's Eve (1/2 Day) – December 31st

Floating Holiday: 10 Hours

Sick Leave: Accrual of ten (10) hours each calendar month of service.

Personal Leave: Permitted use of up to fifty (50) hours of accumulated sick leave per calendar year.

Bereavement Leave: Permitted use of up to thirty (30) hours of accumulated sick leave, and up to twenty (20) additional hours if required to travel five hundred (500) miles or greater.

Vacation Leave:

Time Employed	Annual Accrual
0 – 2 yrs (0 – 24 months)	80 hours
2 – 9 yrs (25 – 108 months)	120 hours
10 yrs (109 – 120 months)	128 hours
11 yrs (121 – 132 months)	136 hours
12 yrs (133 – 144 months)	144 hours
13 yrs (145 – 156 months)	152 hours
14 yrs (157 months & thereafter)	160 hours

Child-Related Activities Leave: Up to eight (8) hours per month and forty (40) hours per year.
Note: FLSA non-exempt employees must use accrued leave to be paid for such time.

Jury Duty: Up to eighty (80) hours per year.

Military Leave: Up to thirty (30) calendar days for annual training after one (1) year of employment with the City.

RETIREMENT

California Public Employees' Retirement System (CalPERS):

Tier 1 ("Classic" Members): 2% at 55 formula; City pays full 7% employee contribution rate and reports such as EPMC.

- Public Agency Retirement Services (PARS) Supplementary Retirement Plan (SRP): Provides an additional 1% at 55 formula, for an aggregate 3% at 55 formula, to Classic Members hired on or before July 1, 2008.

Tier 2 ("New" Members/PEPRA): 2% at 62 formula; employee pays 50% of normal cost as determined by CalPERS.

Retiree Medical Reimbursement: Up to prevailing CalPERS LA Area single party Kaiser rate, less PEMHCA Employer Share; requires monthly contribution of active and retired employees.

ADDITIONAL BENEFITS

Uniforms: Nine (9) complete sets provided by City for employees required to wear uniforms.

Educational Reimbursement: For eligible unit employees required to participate in continuing education courses to maintain certification or licensure.

Tool Maintenance Allowance: \$150 per month for Equipment Service Workers and Lead Equipment Service Workers.

PORAC LDF Membership Reimbursement: Up to \$300 per year for Jailers and Lead Jailers.