

## CITY OF EL MONTE

### Benefits to General Mid-Managers Association

01/01/11

Vacation	80 hours: 0-2 years; 120 hours: 3-9 years; 128 hours: 10 years; 136 hours: 11 years; 144 hours: 12 years; 152 hours: 13 years; 160 hours: 14 years or more.
Holidays	110 hours: New Years, Martin Luther King, Jr. Birthday, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving, Christmas, 5 hours day before Christmas, 5 hours day before New Years, floating holiday, every day appointed by the President or Governor.
Administrative Leave	80 hours per year; no carryover.
Sick Leave	Accumulate 10 hours per month, usable upon completion of 6 months 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 maximum of ½ of 200 days.
Health Insurance	Side Letter Agreement #7 indicates that effective July 1, 2010, the City shall reduce the amount that is required to contribute towards medical insurance by \$200 per month. Therefore, <b>\$1,128.40 (Third Party Kaiser Rate) minus \$200 = \$928.40</b> per employee per month is to be used towards authorized benefits plans. If an employee does not use the full allotment of medical benefits, the remainder will be paid monthly to the employee as taxable cash.
Dental Insurance	City contributes up to \$131.12 per month.
Vision Insurance	City contributes up to \$31.68 per month.
Long Term Disability	City contributes up to \$13.48 per month.
PERS Retirement	2% at 55 plan. Single Highest Year. City contributes 7% employee share.
Social Security	Employee pays 1.45% and City pays 1.45% Medicare deductions.
Auto Allowance	Variable amount dependent on position.
Mileage Reimbursement	Current IRS rate per mile for use of personal car if no allowance.
Longevity	\$75 after 5 years; \$100 after 10 years; \$125 after 15 years ; \$150 after 20 years.
Deferred Compensation	Deferred compensation plans are available (no City contribution).
Credit Union	Available. 11718 Ramona Boulevard. El Monte, CA (626) 444-0501