

## CITY OF EL MONTE

### Benefits to Service Employees' International Union 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 Day, Christmas, 5 hours day before Christmas, 5 hours day before New Years, floating holiday, every day appointed by the President or Governor.
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 a maximum of ½ of 200 days.
Health Insurance	Side Letter Agreement #4 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.
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.
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 Comp	Deferred compensation plans are available (No City contribution)
Credit Union	Available. 11718 Ramona Boulevard. El Monte, CA (626) 444-0501
Overtime	1-1/2 time over 10 hours.
Education Incentive	\$50 per month for an A.A./A.S. degree; \$100 per month for a B.A./ B.S. degree; degrees must be work related and earned after employment.
Acting pay	5% or nearest step in higher classification, whichever is greater, after 3 working Days retroactive to the first day.
Translator Pay	Speaking another language \$50/ mo; speaking, reading, writing another language \$75/mo.