

CITY OF EL MONTE

Benefits to Police Officers 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	130 hours: New Years, Martin Luther King, Jr. Birthday, President's Day, Memorial Day, Independence Day, Labor Day, Admission Day, Veteran's Day, Thanksgiving, day after Thanksgiving, day before Christmas, Christmas, day before New Years.
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	½ of all unused accumulated sick leave.
Health Insurance	Side Letter Agreement #3 indicates that effective July 1, 2010, the City shall reduce the amount that is required to contribute towards medical insurance by \$100 per month. Therefore, \$1,128.40 (Third Party Kaiser Rate) minus \$100 = \$1,028.40 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.
Long Term Disability	City contributes up to \$15.98 per month.
PERS Retirement	3% at 50 plan. Single Highest Year. City contributes 9% 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.
Uniform Allowance	\$1250 per calendar year.
Court Time	4 hours minimum in a.m. and p.m. at 1-1/2 regular rate of pay; Standby: Straight time.
Overtime	1-1/2 time for work in excess of normal assigned work.
Shooting Pay	1% for qualified employees.
Translator Pay	Speaking another language \$50/ mo; speaking, reading, writing another language \$100/mo.
Acting Pay	5% or nearest step in higher classification, whichever is greater, after 3 working days, retroactive to the first day.
Credit Union	Available. 11718 Ramona Boulevard. El Monte, CA (626) 444-0501
Education Incentive	3% for Basic POST; 10-1/2% for Intermediate POST; 16% for Advance POST.