

## CITY OF EL MONTE

### Benefits to Police 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	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.
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	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, <b>\$1,128.40 (Third Party Kaiser Rate) minus \$100 = \$1,028.40</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	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.
Shooting Pay	1% for qualified employees.
Translator Pay	Speaking another language \$50/ mo; speaking, reading, writing another language \$100/mo.
Credit Union	Available. 11718 Ramona Boulevard. El Monte, CA (626) 444-0501
Education Incentive	

Classification	Salary Differentials
Police Sergeant (top step salary) (base pay +16% POST certificate pay) to Police Lieutenant	Police Lieutenant...step to step, 20% or next step whichever is higher
Police Lieutenant to Police Captain	Police Captian – 15% or next step, whichever is higher