

**CITY OF MONROVIA  
POLICE (SWORN) – BENEFITS SUMMARY**

**RETIREMENT – PERS**

- 3% @ 50 formula
- Single highest year calculation
- 4<sup>th</sup> Level Survivor Benefit
- 3% COLA
- Unused sick leave may be converted to service credit

**MEDICAL INSURANCE**

- Monrovia Multiple Choice Plan
- Police Officer - Cafeteria Benefit allowance of \$1,246/month; Police Sergeant – Cafeteria Benefit allowance of \$1,250/month
- Cafeteria monies may be taken as taxable income

**DENTAL INSURANCE**

- Delta Dental DPO and PMI Plans are available
- City contribution is \$41.19/month (single party DPO rate)

**VISION INSURANCE**

- City contribution \$12.42 for employee only coverage. Dependents may be covered at employee's expense

**SICK LEAVE**

- Accrued at 8 hours per month
- Maximum accrual of 960 hours
- Additional 240 hours may be accrued for conversion to PERS service credit

**VACATION**

<u>Years of Service</u>	<u>Hours/Yr</u>	<u>Max Accrual</u>
1 – 6	88 hours	160 hours
7 – 14	128 hours	240 hours
15 +	168 hours	336 hours

**HOLIDAYS** – 10 Days

New Year's Day  
Martin Luther King, Jr Birthday  
President's Day  
Memorial Day  
Independence Day  
Labor Day  
Veteran's Day  
Thanksgiving Day  
Friday following Thanksgiving Day  
Christmas Day

**POST CERTIFICATE PAY**

Intermediate-\$313/month  
Advanced-\$701/month  
Supervisory-\$826/month

**UNIFORMS**

Initial issuance of uniforms and uniform replacement program provided by City

**DEFERRED COMPENSATION**

Income may be deferred on a pre-tax basis through plans with PERS and Nationwide 457 Plans

**TUITION REIMBURSEMENT**

Tuition reimbursement is available upon completion of probationary period. Tuition is reimbursed based on California State University rates.

**EMPLOYEE ASSISTANCE PROGRAM**

EAP services designed to help manage life's challenges are available through Managed Health Network (MHN)

**BILINGUAL PAY**

Bilingual pay stipend of \$75 per month is available to those who regularly utilize a second language and/or sign language during employment

**COMPUTER LOAN PROGRAM**

Up to \$2,000 interest free loans available with payroll deduction