

**CITY OF MONROVIA
MANAGEMENT (NON-SWORN) EMPLOYEE – BENEFITS SUMMARY**

RETIREMENT – PERS

- 2.7% @ 55 formula
- Single highest year calculation
- 4th Level Survivor Benefit
- 2% COLA
- Unused sick leave may be converted to service credit

MEDICAL INSURANCE

- Monrovia Multiple Choice Plan
- Cafeteria Benefit allowance of \$594.71/month
- Cafeteria monies may be taken as taxable income

DENTAL INSURANCE

- Delta Dental DPO and PMI Plans are available
- Premium paid for employee and dependents

VISION INSURANCE

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

LONG TERM DISABILITY

- City-paid benefit
- Maximum of \$9,200/month
- 60% of base salary for 2 years if not fully disabled; to age 65 if fully disabled
- 30 day elimination period

SICK LEAVE

- Accrued at 8 hours per month
- Unlimited accrual
- Conversion to PERS for service credit or % cash out

VACATION

<u>Years of Service</u>	<u>Hours/Yr</u>
1 - 7	120 hours
8 +	160 hours

- Unlimited accrual

HOLIDAYS – 12 Days

New Year's Eve
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 Eve
Christmas Day

MANAGEMENT LEAVE

80 hours per year

LIFE INSURANCE

- Term Life Plan equal to annual salary to a maximum of \$200,000
- Double Indemnity covering accidents while employed by the City

AUTO ALLOWANCE

- \$350 per month

DEFERRED COMPENSATION/LONG TERM CARE

- City contribution of \$200/month to PERS and/or Nationwide 457 Plans
- \$200 contribution may be used to pay premiums for the Cal PERS Long Term Care Program in lieu deferred compensation program

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