

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

**RETIREMENT – PERS**

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

**MEDICAL INSURANCE**

- Monrovia Multiple Choice Plan
- Cafeteria Benefit allowance of \$390.76/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

**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 available upon retirement

**VACATION**

<u>Years of Service</u>	<u>Hours/Yr</u>
1 - 3	96 hours
4 - 9	120 hours
10 +	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

**ADMINISTRATIVE LEAVE**

60 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**

\$200 per month

**DEFERRED COMPENSATION**

City contribution of \$100/month to PERS and/or 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