

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

RETIREMENT – PERS

- 3% @ 50 formula
- Single highest year calculation
- 4th Level Survivor Benefit
- 3% 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 (12 hours for 24-hour shift)
- Unlimited accrual
- Additional 240 hours (360 for shift) may be accrued for conversion to PERS service credit

MANAGEMENT LEAVE

84 hours per year (24-hour shift)
60 hours per year (40-hour work week)

VACATION

<u>Years of Service</u>	<u>Hours/Yr</u>	<u>24-Hr Shift</u>
1 - 3	96 hours	152 hours
4 - 9	120 hours	224 hours
10 +	160 hours	296 hours

- Unlimited accrual

HOLIDAYS – 12 Days

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

CERTIFICATE PAY

- Police-Post Certification
Intermediate-\$288/month
Advanced-\$651/month
Supervisory \$751/month
- Fire-Officer Certification
Fire Officer-\$200/month
Chief Fire Officer-\$300/month

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

- Deputy Fire Chief & Police Captains are provided a City vehicle
- Other positions are provided use of a City vehicle during the course of their workday

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.

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.

EMPLOYEE ASSISTANCE PROGRAM

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

COMPUTER LOAN PROGRAM

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