Summary of Benefits
Police Officers Association

City of Sierra Madre
232 W. Sierra Madre Blvd.
Sierra Madre, CA 91024
(626) 355-7135 Fax (626) 355-2251
www.cityofsierramadre.com

PERS Retirement

- Classic Members
  - 3% @ 55 safety / 2.5% @ 55 misc
  - 5% employee share paid by the City
  - EPMC: 5% paid by the City is reported as employee's income
  - Final year single highest year
- New Members
  - 2.7% @ 57 safety / 2% @ 62 misc
  - EE pay 50% of normal cost
  - Final compensation determined by highest 36 consecutive month period
- 1953 Survivor benefit

Medical, Dental & Vision Insurance

- PERS Medical Plans available (HMO/PPO)
- City paid $650/month for employee and dependants plus 25% of the amount in excess of $650 a month

Life & Accidental Death Insurance

- $50,000 coverage for sworn employees
- $25,000 coverage for non-sworn

Sick Leave

- Accruable at 96 hours per year

Vacation Leave

- 88 hours of accrual per year, with additional accrual for each year of service

Holiday Bank

- 104 hours of holiday granted on July 1
- Leave cashed out June 30th if not taken

Tuition Reimbursement

- Up to $10,000 for cost of tuition.

Computer Loan Program

- Up to $3,000 low interest loan

Deferred Compensation

- Plans with ICMA

Flexible Spending Program

- Medical ($2,500 annually)
- Childcare/parent care ($5,000 annually)

Uniform Allowance

- $55 / work period ($715 / year)

Signing Bonus

- $5,000, half payable upon appointment and second half payable upon passing probation

Employee Assistance Program

- Health EAP
- WorkLife Services
- Confidential Advice

Ancillary Benefits

- Accident Insurance
- Additional Life Insurance
- Cancer Insurance
- Disability Insurance