

CITY OF GLENDORA
 EMPLOYEE BENEFIT INFORMATION SUMMARY
AFSCME Local 3915
 JANUARY 1, 2024 THROUGH JANUARY 31, 2026

COMPENSATION AND RETIREMENT

CalPERS (3 TIERS) Tier 1: 2.5% @ 55 Classic members(ee pays 8%) Tier 2: 2.0% @ 60 Classic members (4/30/12)(ee pays 7%) Tier 3: 2.0% @ 62 New CalPERS members (ee pays 7.00%) (ee pays 7.5% beginning 7/1/2023)	
SALARY INCREASES 7/1/23 – Varies 7/1/24 – 3.5% 7/1/25 – 3%	\$457 DEFERRED COMPENSATION PLAN Nationwide – Roth or Traditional May contribute up to \$425 of Flexible Benefit Plan
MEDICARE (Hired after 4/1/86) 1.45% of salary paid by City	RETIREE MEDICAL PLAN CONTRIBUTION See MOU for details and eligibility

FRINGE BENEFITS AND WELLNESS

VISION INSURANCE VSP City pays for employee coverage	FLEXIBLE BENEFIT PLAN \$1,300/month No cash out option if hired on/after 1/1/2017
ALTCOM PROGRAM Payroll Incentive and quarterly prizes	FREE EMPLOYEE ASSISTANCE PLAN (EAP) Work and life services, problem solving support
LIFE INSURANCE \$50,000; City paid	ALTERNATIVE WORK SCHEDULE EE may request alternative work schedule

LEAVES AND HOLIDAYS

SICK LEAVE 3.69 hrs/py period	VACATION 4.0 hrs/pay period	VACATION Accrual varies depending on years of service Max accrual of 160 hours
BEREAVEMENT LEAVE 40 hours/eligible death	PERSONAL EMERGENCY LEAVE Up to 5 days of sick leave/12 month period for eligible requests	
HOLIDAYS 12 Fixed holidays 16 hours floating holiday	COMPENSATORY TIME (NON EXEMPT EMPLOYEES) Eligible to accrue up to 85 hours	
STATE/FEDERAL LEAVES FMLA/CFRA California Family Sick Leave Family/School Partnership Act		

MISCELLANEOUS

LONGEVITY PAY 5 – 9 years: \$1,000/year 10 – 14 years: \$1,500/year 15+ years: \$2,000/year		
UNIFORM AND TOOL ALLOWANCE; CALL OUT/STAND BY/BEEPER PAY; SHIFT DIFFERENTIAL	BILINGUAL PAY \$150 month for eligible/qualified employees	
TUITION REIMBURSEMENT Up to \$6,200 per academic year \$200 towards education material	SICK LEAVE CREDIT Unused sick leave is converted to service credit upon retirement	
AFLAC Option to purchase ancillary insurances IRS 125 and 129 Flexible Spending	F & A Credit Union Optional free membership as a City employee	