

CITY OF GLENDORA  
 EMPLOYEE BENEFIT INFORMATION SUMMARY  
**POLICE OFFICERS ASSOCIATION (POA)**  
 JULY 1, 2022 - JUNE 30, 2025

COMPENSATION AND RETIREMENT		
<b>CalPERS (3 TIERS)</b> Tier 1: 3.0% @ 50 Classic members (ee pays 9%) Tier 2: 2.0% @ 50 Classic members (4/30/12)(ee pays 9%) Tier 3: 2.7% @ 57 New CalPERS members (ee pays 12.25%)		
<b>SALARY INCREASES</b> 5% - 7/1/2022                      4% - 7/1/2023 4% - 7/1/2024	<b>\$457 DEFERRED COMPENSATION PLAN</b> Nationwide – Roth or Traditional	
<b>MEDICARE (Hired after 4/1/86)</b> 1.45% of salary paid by City	<b>RETIREE MEDICAL PLAN CONTRIBUTION</b> See MOU for details and eligibility	
FRINGE BENEFITS AND WELLNESS		
<b>HEALTH INSURANCE</b> CalPERS medical plan options Delta Dental PPO VSP (City pays for employee coverage)	<b>FLEXIBLE BENEFIT PLAN</b> \$1,700/Month Cash out max \$930/month (hired before 1/1/2018)	
<b>LIFE INSURANCE</b> \$100,000; City paid	<b>FREE EMPLOYEE ASSISTANCE PLAN (EAP)</b> Work and life services, problem solving support	
LEAVES AND HOLIDAYS		
<b>SICK LEAVE</b> 8 hours/month	<b>VACATION</b> Max accrual is 160 hours for 1-15 years of service Max Accrual is 168 hours for 16+ years of service	
<b>BEREAVEMENT LEAVE</b> 40 hours/eligible death	<b>COMPENSATORY TIME (NON EXEMPT EMPLOYEES)</b> Eligible to accrue up to 100 hours	
<b>HOLIDAYS</b> 12 Fixed holidays In lieu, patrol receives 3.69 hrs/pay period	<b>STATE/FEDERAL LEAVES</b> FMLA/CFRA California Family Sick Leave Family/School Partnership Act	
MISCELLANEOUS		
<b>TUITION REIMBURSEMENT</b> Up to \$6,200 per academic year <b>COLLEGE DISCOUNTS</b> University of La Verne, Azusa Pacific & California Baptist University	<b>LONGEVITY PAY</b> \$200/month   5-9 years \$300/month   10-14 years \$400/month   15+ years	
<b>UNIFORM ALLOWANCE</b> \$1,050/Annually	<b>SHOOTING BONUS</b> \$750/Annually	<b>SHIFT DIFFERENTIAL PAY</b> 2.5% when assigned to night shift
<b>SPECIAL ASSIGNMENT PAY</b> <i>(CIT, Investigations, L.A. Impact, SRO, K-9, Traffic)</i> Additional 5% compensation/2.5% Retention	<b>BILINGUAL PAY</b> \$150/month	<b>FOOTHILL SPECIAL ENFORCEMENT TEAM (FSET)</b> \$150/month
<b>EDUCATION PAY</b> 3%      Bachelors Degree 5.5%    Masters Degree	<b>POST CERTIFICATE PAY</b> \$350/ Monthly Installments – POST Intermediate Certification \$550/ Monthly Instalments – POST Advanced Certification	

This is provided as a summary of benefits and does not confer any rights upon any employee. Please refer to the appropriate memorandum of understanding for a more detailed discussion of these benefits.