



**CITY OF CLAREMONT BENEFIT SUMMARY\***  
**CLAREMONT EMPLOYEES' ASSOCIATION (CEA)**  
**JULY 1, 2024 – JUNE 30, 2027**

COMPENSATION & RETIREMENT			
<b>NEGOTIATED SALARY INCREASES</b> 7/1/24 – 9% 7/1/25 – 3% 7/1/26 – 3%		<b>MEDICARE</b> 1.45% of salary paid by City.	
<b>CalPERS RETIREMENT (3 Tiers)</b> Tier 1: 2.5%@55 Classic members hired prior to 3/19/12 pay 8% Tier 2: 2.0%@55 Classic member hired after 3/19/12 pay 7% Tier 3: 2.0%@62 New member hired on/after 1/1/13 pays 7.25%			
<b>DEFERRED COMPENSATION</b> <b>Mission Square 457 Plan</b> Max Annual: \$23,500 Age 50+ Catch-Up: additional \$7,500 Pre-Retirement Catch-Up: additional \$23,500 Age 60–63 Catch-Up: additional \$11,250		<b>CalPERS 1959 Survivor Benefit</b> Third-tier benefit paid by the employee \$.93 per pay period.	
<b>RETIREE MEDICAL INSURANCE</b> Retiree medical group coverage is available at the employee's cost.		<b>SICK LEAVE CREDIT</b> Unused sick leave is converted to service credit upon retirement.	
<b>38-HOUR WORKWEEK</b> The workday is 9.5 hours, 4 days per workweek, Monday through Friday.			
BENEFITS			
<b>FLEXIBLE BENEFIT PLAN</b> The City shall contribute \$1,500 per month toward the Flexible Benefit Plan. <ul style="list-style-type: none"> <li>• Employees hired on or before July 1, 2024, are eligible for cash-in-lieu-of benefits, capped at \$1,014</li> <li>• Employees hired after July 1, 2024, are not eligible for cash-in-lieu-of-benefits (“café”)</li> </ul>			
MEDICAL PROVIDERS*			
<b>KAISER</b> Kaiser HMO 10 Kaiser HMO 25 Kaiser HDHP – HSA	<b>ANTHEM BLUE CROSS</b> Anthem HMO 20 - CA Care Anthem HMO Select Anthem PPO 750 Anthem HDHP 3300 – HSA	<b>DENTAL</b> Delta PPO Delta DHMO	<b>VISION</b> The Standard VSP The Standard EyeMed
<b>LIFE INSURANCE</b> Employee \$75,000 (with AD&D) Dependents \$10,000		<b>LONG-TERM DISABILITY</b> 66.66% of base pay after 60-day waiting period up to a maximum of \$8,000 per month.	
<b>EMPLOYEE ASSISTANCE PROGRAM (EAP)</b> Free work and life services and problem-solving support for employees and members of their household.		<b>AMERICAN FIDELITY (Voluntary)</b> Section 125 and Supplemental Insurances, FSA, and short-term disability plans.	
<b>METLIFE LEGAL (Voluntary)</b> \$21 per month Contact 800-821-6400 or Info.legalplans.com		<b>PET INSURANCE (Voluntary)</b> Prices vary depending on the age and type of animal. For a quote, contact 877-738-7874.	

LEAVES	
<b>SICK LEAVE ACCRUAL</b> 3.69 hours per pay period	<b>HOLIDAYS/FLOATING</b> 10 Fixed Holidays 37.5 Floating Holiday Hours <i>(additional floating holiday hours added when any of the ten (10) holidays fall on the employee's scheduled day off work)</i>
<b>VACATION ACCRUAL</b> 1 <sup>st</sup> Year   96 hours Annually 2 <sup>nd</sup> – 13 <sup>th</sup> Year   120 Hours Annually 14 <sup>th</sup> Year+   160 Hours Annually	<b>COMPENSATORY LEAVE</b> Non-exempt employees may accrue up to 80 hours of compensatory time off in lieu of cash for overtime worked.
<b>80-HOUR LONGEVITY LEAVE BONUS</b> Received on the service anniversary date of 10 <sup>th</sup> , 15 <sup>th</sup> , 20 <sup>th</sup> , 25 <sup>th</sup> , 30 <sup>th</sup> , 35 <sup>th</sup> , etc., years of service.	<b>JURY DUTY</b> 10 days paid
<b>BEREAVEMENT LEAVE</b> 3 in-state, 5 out-of-state days per City Policy Additional 40 hours of sick leave conversion towards bereavement leave	
<b>STATE/FEDERAL LEAVES</b> FMLA/CFRA/PDL, Family School Partnership Leave, Child Suspension Leave, School Related Leave, Leave for Reproductive Loss, Crime Victim Leave, Military Leave, Voting Leave, Leave to Perform Emergency Duties/Attend Related Training.	
<b>COMMUNITY SERVICES DEPARTMENT EMERGENCY VACATION</b> Maximum of 24 hours per calendar year for non-sick emergency use leave.	
<b>LEAVE CASH-OUT</b> Cash out up to 24 hours sick leave and 32 hours of compensatory leave once per year.	
MISCELLANEOUS	
<b>BOOT ALLOWANCE</b> \$400 voucher issued per year	<b>F&amp;A CREDIT UNION</b> Free membership for employees and family members.
<b>SAFETY AND COLD WEATHER JACKETS</b> See MOU for details	<b>FUNEX</b> Discounts on local attractions, hotels, etc.
<b>TUITION REIMBURSEMENT</b> \$1,500 maximum per fiscal year.	
<b>EMPLOYEE DISCOUNT FOR RECREATION CLASSES</b> 30% discount on recreation class fee for employees and members of the household. See MOU for exclusions.	

*\*This summary is intended for informational purposes only and is not binding. For a complete explanation of all benefits and compensation, benefit eligibility, and restrictions, refer to the current Memorandum of Understanding (MOU), Rules and Regulations, and Administrative Policies. The medical providers listed are offered city-wide and are not specifically outlined or negotiated in this bargaining group's MOU. Selection is determined at the city-wide level and subject to annual renewal.*