



CITY OF CLAREMONT BENEFIT SUMMARY*
CLAREMONT MANAGEMENT ASSOCIATION (CMA)
JULY 1, 2024 – JUNE 30, 2027

COMPENSATION & RETIREMENT			
NEGOTIATED SALARY INCREASES 7/1/24 – 9% 7/1/25 – 3% 7/1/26 – 3%		MEDICARE 1.45% of salary paid by City.	
CalPERS RETIREMENT (3 Tiers) 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%			
DEFERRED COMPENSATION Mission Square 457 Plan 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		DEFERRED COMPENSATION City will match employee contributions: Beginning of 3 rd year of service (1% match) Beginning of 5 th year of service (2% match) Beginning of 6 th year of service (3% match) Beginning of 8 th year of service (4% match) Beginning of 10 th year of service (5% match)	
CalPERS 1959 Survivor Benefit Third-tier benefit paid by the employee \$.93 per pay period.		SICK LEAVE CREDIT Unused sick leave is converted to service credit upon retirement.	
38-HOUR WORKWEEK The workday is 9.5 hours, and the workweek is typically Monday through Thursday (closed Fridays), alternate work weeks may be considered.		RETIREE MEDICAL INSURANCE Retiree medical group coverage is available at the employee's cost.	
BENEFITS			
FLEXIBLE BENEFIT PLAN The City shall contribute \$1,500 per month toward the Flexible Benefit Plan. <ul style="list-style-type: none"> • Employees hired on or before July 1, 2024, are eligible for cash-in-lieu-of benefits, capped at \$1,014 • Employees hired after July 1, 2024, are not eligible for cash-in-lieu-of-benefits (“café”) 			
MEDICAL PROVIDERS*			
KAISER Kaiser HMO 10 Kaiser HMO 25 Kaiser HDHP – HSA	ANTHEM BLUE CROSS Anthem HMO 20 - CA Care Anthem HMO Select Anthem PPO 750 Anthem HDHP 3300 – HSA	DENTAL Delta PPO Delta DHMO	VISION The Standard VSP The Standard EyeMed
LIFE INSURANCE Employee \$75,000 (with AD&D) Dependents \$10,000		LONG-TERM DISABILITY 66.66% of base pay after 60-day waiting period up to a maximum of \$8,000 per month.	
EMPLOYEE ASSISTANCE PROGRAM (EAP) Free work and life services and problem-solving support for employees and members of their household.		AMERICAN FIDELITY (Voluntary) Section 125 and Supplemental Insurances, FSA, and short-term disability plans.	
METLIFE LEGAL (Voluntary) \$21 per month Contact 800-821-6400 or Info.legalplans.com		PET INSURANCE (Voluntary) Prices vary depending on the age and type of animal. For a quote, contact 877-738-7874.	

LEAVES	
SICK LEAVE ACCRUAL 3.69 hours per pay period	HOLIDAYS/FLOATING 10 Fixed Holidays 18.5 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>
ADMINISTRATIVE LEAVE 140 hours per calendar year	LEAVE CASH-OUT Cash out up to 40 hours of administrative leave, as long as a minimum of 40 hours is used.
VACATION ACCRUAL 1 st Year 96 hours Annually 2 nd – 9 th Year 120 Hours Annually 10 th Year+ 160 Hours Annually	80-HOUR LONGEVITY LEAVE BONUS Received on the service anniversary date of 10 th , 15 th , 20 th , 25 th , 30 th , 35 th , etc., years of service.
JURY DUTY 10 days paid	BEREAVEMENT LEAVE 3 in-state, 5 out-of-state days per City Policy Additional 40 hours of sick leave conversion towards bereavement leave
STATE/FEDERAL LEAVES 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.	
MISCELLANEOUS	
AUTO ALLOWANCE Category 1 classifications \$450 per month Category 2 classifications \$350 per month	F&A CREDIT UNION Free membership for employees and family members.
TUITION REIMBURSEMENT \$1,500 maximum per fiscal year.	FUNEX Discounts on local attractions, hotels, etc.
TECHNOLOGY REIMBURSEMENT \$750 - \$1,500 per year See MOU for details	EMPLOYEE DISCOUNT FOR RECREATION CLASSES 30% discount on recreation class fee for employees and members of the household. See MOU for exclusions.
SUMMER DRESS CODE Employees other than those in uniform may wear appropriate jeans on Thursdays during the summer.	
SAFETY BENEFITS (Police Chief)	
The Police Chief shall receive the same Longevity Pay, Educational/POST/Management Certificate Incentive Pay, Holiday Pay, Uniform Allowance and Reimbursement, and Flexible Benefit Plan benefits as the Claremont Police Management Association members.	

**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.*