



CITY OF CLAREMONT BENEFIT SUMMARY*
CLAREMONT POLICE MANAGEMENT ASSOCIATION (CPMA)
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) Sworn PERS formulas Tier 1: 3.0%@50 Classic members hired prior to 3/19/12 pay 9% Tier 2: 3.0%@55 Classic member hired after 3/19/12 pay 9% Tier 3: 2.7%@55 New member hired on/after 1/1/13 pays 13.75%			
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.	
LONGEVITY PAY 5% of base rate beginning with the 20 th year as a full-time Police Department employee with the City of Claremont.		RETIREE MEDICAL INSURANCE Retiree medical group coverage is available at the employee's cost.	
EDUCATION/POST/MANAGEMENT CERTIFICATE INCENTIVE PAY CPMA Members may qualify for one Incentive Pay premium in each category below (<u>capped at \$1,000</u>). Education Incentive Pay (not stackable, one or the other only) <ul style="list-style-type: none"> • Bachelor’s Degree \$500 per month • Master’s Degree \$700 per month POST Incentive Pay (not stackable, one or the other only) <ul style="list-style-type: none"> • Supervisory Certificate \$400 per month • Management Certificate \$500 per month Advanced Management Incentive Pay <ul style="list-style-type: none"> • SLI \$700 per month 			
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 \$1,294 • Employees hired after July 1, 2024, are not eligible for cash-in-lieu-of-benefits (“caf�”) 			
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 11 Fixed Holidays 43 Floating Holiday Hours
LEAVE CASH-OUT 40 hours of floating holiday and up to 80 hours of compensatory time each year.	COMPENSATORY LEAVE (Non-Exempt Employees) Non-exempt employees may accrue up to 120 hours of compensatory time off in lieu of cash for overtime worked.
VACATION ACCRUAL 1 st Year 96 hours Annually 2 nd – 13 th Year 120 Hours Annually 14 th Year+ 160 Hours Annually	BEREAVEMENT LEAVE 3 in-state, 5 out-of-state days per City Policy Additional 40 hours of sick leave conversion towards bereavement leave
JURY DUTY 10 days paid	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.
ADMINISTRATIVE LEAVE (Police Captain) 80 hours of administrative leave per year. 40 hours may be cashed out per year.	
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	
ON-CALL PAY 2 hours of pay each morning and afternoon (total of 4 hours per day), the employee is required to be on call or stand by.	SPECIAL DUTY PAY 1.5 hours at top step Corporal rate for members assigned to supervisory police functions at special duty events or 1.5 at members' rate of pay, whichever is greater.
SHOOTING PAY 3 hours overtime or actual hours worked.	MOTOR PAY Motor Officers receive 1 day off per month for maintaining their vehicles.
BILINGUAL PAY \$100 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.
UNIFORM ALLOWANCE \$15 Police Uniform \$20 Business Attire	REIMBURSEMENT ALLOWANCE \$800 per fiscal year for uniform and equipment purchases.
EMPLOYEE DISCOUNT FOR RECREATION CLASSES 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.*