



CITY OF CLAREMONT BENEFIT SUMMARY*
CLAREMONT POLICE OFFICERS ASSOCIATION (CPOA)
JULY 1, 2025 – 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) Non-Sworn PERS formulas 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%		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 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 contribution: Beginning of 15 th year of service (1.5% match of base pay) Beginning of 20 th year of service (2% match or base pay) <i>(depending on performance)</i>	
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 Beginning of 5 th year of service (2%) Beginning of 10 th year of service (3%) Beginning of 15 th year of service (4%)		RETIREE MEDICAL INSURANCE Retiree medical group coverage is available at the employee's cost.	
EDUCATION INCENTIVE PAY Sworn & Communication Officers (only one): <ul style="list-style-type: none"> AA degree (60 semester/90 quarter units) \$50 per month Bachelor's Degree (120 semester/180 quarter units) \$100 per month 		Jailers <ul style="list-style-type: none"> AA degree (60 semester/90 quarter units) \$250 per month Bachelor's Degree (120 semester/180 quarter units) \$350 per month 	
CERTIFICATE PAY Sworn Officers POST pay (only one) <ul style="list-style-type: none"> POST Intermediate Certificate \$750 per month POST Advanced Certificate \$850 per month Communications Officers POST pay (only one) <ul style="list-style-type: none"> Communications Officers with POST Dispatcher Basic Certificate \$500 per month Communications Officers with a POST Dispatcher Intermediate Certificate \$650 per month Communications Officers with a POST Dispatcher Advanced Certificate \$750 per month Jailers STC pay <ul style="list-style-type: none"> Completion of STC training \$400 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, 2025, are eligible for cash-in-lieu-of benefits, capped at \$1,294 Employees hired after July 1, 2025, 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 11 Fixed Holidays 40 Floating Holiday Hours	JURY DUTY 10 days paid	LEAVE CASH-OUT 40 hours of floating holiday and up to 40 hours of compensatory time each year.
VACATION ACCRUAL 1 st Year 96 hours Annually 2 nd – 13 th Year 120 Hours Annually 14 th Year+ 160 Hours Annually		COMPENSATORY LEAVE Non-exempt employees may accrue up to 120 hours of compensatory time off in lieu of cash for overtime worked.	
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.		BEREAVEMENT LEAVE 3 in-state, 5 out-of-state days per City Policy Additional 40 hours of sick leave conversion	
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			
FIELD TRAINING OFFICER PAY 7% during training		NON-SWORN TRAINING ASSIGNMENT PAY 7% during training	
CANINE ASSIGNMENT PAY 14 hours of pay for canine care per month		COMMUNICATIONS OFFICER ASSIGNMENT PAY \$100 per month	
UNIFORM ALLOWANCE \$30 Uniformed personnel \$40 Administrative duties		SPECIAL DUTY COMPENSATION ASSIGNMENT PAY \$150 per month for only one special duty: <ul style="list-style-type: none"> • Specialized Services Bureau • Foothill Special Enforcement Teams • Drug Recognition Expert • School Resource Officer • Range Master • Detective Bureau • Traffic Assignment (1 day off per month) 	
REIMBURSEMENT ALLOWANCE \$600 per fiscal year for uniform and equipment purchases.			
CALL BACK TIME 3 Hours of pay (minimum)	BILINGUAL PAY \$100 per month	SHOOTING PAY 3 hours OT or actual hours worked.	TUITION REIMBURSEMENT \$1,500 maximum per fiscal year.
ON-CALL PAY 2 hours of pay each morning and afternoon, the employee is required to be on call or stand by. See MOU for details		SPECIAL DUTY PAY 1.5 hours at top step Corporal rate for members assigned to police functions at special duty events or 1.5 at members' rate of pay, whichever is greater.	
FUNEX Discounts on local attractions, hotels, etc.		F&A CREDIT UNION Free membership for employees and family members.	
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.*