



EMPLOYEE BENEFIT INFORMATION SUMMARY
GLENDORA MANAGEMENT ASSOCIATION (GMA)
 JANUARY 1, 2026 THROUGH DECEMBER 31, 2028

COMPENSATION AND RETIREMENT

CalPERS (3 TIERS) Tier 1: 2.5% @ 55 Classic members (ee pays 8%) Tier 2: 2.0% @ 60 Classic members (4/30/12)(ee pays 7%) Tier 3: 2.0% @ 62 New CalPERS members (ee pays 7.00%) (ee pays 7.50% beginning 7/1/23)		SALARY INCREASES 7/1/26 – 3% 7/1/27 – 3% 7/1/28 – 3%
457 DEFERRED COMPENSATION PLAN Nationwide – Roth or Traditional City will match up to \$100/month	MEDICARE (Hired after 4/1/86) 1.45% of salary paid by City	RETIREE MEDICAL PLAN CONTRIBUTION See MOU for details and eligibility

FRINGE BENEFITS AND WELLNESS

VISION INSURANCE VSP City pays for employee coverage	FLEXIBLE BENEFIT PLAN \$1,500/month Cash out max of \$1,000	SHORT TERM & LONG TERM DISABILITY 2/3 of monthly salary up to \$5,000 \$13.41 Flat Rate for Employee
LIFE INSURANCE \$100,000; City paid	FREE EMPLOYEE ASSISTANCE PLAN (EAP) Work and life services, problem solving support	ALTERNATIVE WORK SCHEDULE EE may request alternative work schedule

LEAVES AND HOLIDAYS

SICK LEAVE 3.69 hrs/PP	VACATION 4.0 hrs/PP	VACATION Accrual varies depending on years of service Max accrual of 160 hours	ADMINISTRATIVE LEAVE (EXEMPT EMPLOYEES) 40 hours
HOLIDAYS 12 Fixed holidays 16 hours floating holiday	PERSONAL EMERGENCY LEAVE Up to 5 days of sick leave/12 month period for eligible requests	BEREAVEMENT LEAVE 40 hours/eligible death	
STATE/FEDERAL LEAVES FMLA/CFRA California Family Sick Leave Family/School Partnership Act		COMPENSATORY TIME (NON EXEMPT EMPLOYEES) Eligible to accrue up to 50 hours	

MISCELLANEOUS

TUITION REIMBURSEMENT Up to \$6,200 per academic year \$500 towards education material	SICK LEAVE CREDIT Unused sick leave is converted to service credit upon retirement	LONGEVITY PAY 5 – 9 years \$1,500/year 10 – 14 years \$2,000/year 15+ years \$2,500/year
AUTO ALLOWANCE \$300 month for eligible positions	BILINGUAL PAY \$150 month for eligible/qualified employees	AFLAC Option to purchase ancillary insurances IRS 125 and 129 Flexible Spending

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.