



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

COMPENSATION AND RETIREMENT		
<b>CalPERS (3 TIERS)</b> 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)		<b>SALARY INCREASES</b> 7/1/26 – 3% 7/1/27 – 3% 7/1/28 – 3%
<b>457 DEFERRED COMPENSATION PLAN</b> Nationwide – Roth or Traditional City will match up to \$100/month	<b>MEDICARE (Hired after 4/1/86)</b> 1.45% of salary paid by City	<b>RETIREE MEDICAL PLAN CONTRIBUTION</b> See MOU for details and eligibility
FRINGE BENEFITS AND WELLNESS		
<b>VISION INSURANCE</b> VSP City pays for employee coverage	<b>FLEXIBLE BENEFIT PLAN</b> \$1,500/month Cash out max of \$1,000	<b>SHORT TERM &amp; LONG TERM DISABILITY</b> 2/3 of monthly salary up to \$5,000 \$13.41 Flat Rate for Employee
<b>LIFE INSURANCE</b> \$100,000; City paid	<b>FREE EMPLOYEE ASSISTANCE PLAN (EAP)</b> Work and life services, problem solving support	<b>ALTERNATIVE WORK SCHEDULE</b> EE may request alternative work schedule
LEAVES AND HOLIDAYS		
<b>SICK LEAVE</b> 3.69 hrs/PP	<b>VACATION</b> 4.0 hrs/PP	<b>VACATION</b> Accrual varies depending on years of service Max accrual of 160 hours
<b>HOLIDAYS</b> 12 Fixed holidays 16 hours floating holiday	<b>PERSONAL EMERGENCY LEAVE</b> Up to 5 days of sick leave/12 month period for eligible requests	<b>BEREAVEMENT LEAVE</b> 40 hours/eligible death
<b>STATE/FEDERAL LEAVES</b> FMLA/CFRA California Family Sick Leave Family/School Partnership Act		<b>COMPENSATORY TIME (NON EXEMPT EMPLOYEES)</b> Eligible to accrue up to 50 hours
MISCELLANEOUS		
<b>TUITION REIMBURSEMENT</b> Up to \$6,200 per academic year \$500 towards education material	<b>SICK LEAVE CREDIT</b> Unused sick leave is converted to service credit upon retirement	<b>LONGEVITY PAY</b> 5 – 9 years \$1,500/year 10 – 14 years \$2,000/year 15+ years \$2,500/year
<b>AUTO ALLOWANCE</b> \$300 month for eligible positions	<b>BILINGUAL PAY</b> \$150 month for eligible/qualified employees	<b>AFLAC</b> 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.