



**EMPLOYEE BENEFIT INFORMATION SUMMARY  
POLICE OFFICER ASSOCIATION (POA)  
JULY 1, 2025–JUNE 30, 2028**

COMPENSATION AND RETIREMENT			
<b>CalPERS (3 TIERS)</b> Tier 1: 3.0% @ 50 Classic members (ee pays 9%) Tier 2: 2.0% @ 50 Classic members (4/30/12)(ee pays 9%) Tier 3: 2.7% @ 57 New CalPERS members (ee pays 14.5%)		<b>SALARY INCREASES</b> 4% - 7/1/2025 4% - 7/1/2026 3% - 7/1/2027	
<b>457 DEFERRED COMPENSATION PLAN</b> Nationwide – Roth or Traditional City matches up to \$50 /pay period	<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>HEALTH INSURANCE</b> CalPERS medical plan options Delta Dental PPO VSP Vision	<b>CAFETERIA PLAN/ FLEX BENEFIT</b> \$1,775/Month \$1,850/Mo effective 01/01/2026	<b>LIFE INSURANCE</b> \$100,000; City paid	<b>EMPLOYEE ASSISTANCE PLAN</b> Work & life services, problem solving support
LEAVES AND HOLIDAYS			
<b>SICK LEAVE</b> 8 hours/month	<b>COMPENSATORY TIME</b> Eligible to accrue up to 100 hrs	<b>BEREAVEMENT LEAVE</b> 40 hours/eligible death	
<b>VACATION</b> 1-15 yrs of service : Accrue up to 160 hrs 16+ yrs of service : Accrue up to 168 hrs	<b>HOLIDAYS</b> 12 Fixed holidays In lieu, patrol receives 3.69 hrs/pay period	<b>STATE/FEDERAL LEAVES</b> FMLA/CFRA California Family Sick Leave Family/School Partnership Act	
MISCELLANEOUS			
<b>TUITION REIMBURSEMENT</b> Up to \$6,200 per academic year <b>COLLEGE DISCOUNTS</b> University of La Verne, Azusa Pacific & California Baptist University	<b>SICK LEAVE CREDIT</b> Unused sick leave is converted to service credit upon retirement	<b>UNIFORM ALLOWANCE</b> \$1,050/ Monthly Installments	<b>FOOTHILL SPECIAL ENFORCEMENT TEAM (FSET)</b> \$150/month
<b>SPECIAL ASSIGNMENT PAY</b> 5% - CIT, Investigations, L.A. Impact, SRO, K-9, Traffic 2.5% Retention	<b>LONGEVITY PAY</b> \$200/month   5-9 years \$300/month   10-14 years \$400/month   15+ years	<b>SHOOTING PAY</b> \$750/Annually	<b>SHIFT DIFFERENTIAL PAY</b> 2.5% when assigned to night shift
<b>EDUCATION PAY</b> 3% Bachelor's degree 5.5% Master's degree	<b>POST CERTIFICATE PAY</b> 4%– POST Intermediate 7%– POST Advanced	<b>BILINGUAL PAY</b> \$150/month	<b>FTO PAY</b> 5% each hour

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.