

Retiree Health ~~Savings~~ Reimbursement Account (“RHRA”)

The City of Glendale Retiree Health Reimbursement Account is an employer-sponsored health benefit savings vehicle that allows employees to accumulate assets to pay for health expenses (e.g. health insurance, physician, and prescription co- pays) post retirement on a tax-free basis.

City-Wide Plan	FOP Plan	GLEA Does not Participate in HRA	Fire MOU Plan	Fire Chief Plan
Employees retiring with 10 or more years of continuous City of Glendale Service. Non-Sworn, including Detention, Records and VA	Dues-paying members of the Fraternal Order of Police (Must be Sworn Staff)	Dues-paying Members of GLEA (Must be Sworn Staff)	Members of the Fire Dept. covered by the MOU	Battalion Chiefs, Deputy Fire Chiefs, Assistant Fire Chiefs and Fire Chief
Contributions at Retirement:	At Retirement:	At separation from service:	At separation from Service:	At Retirement:
100% of Sick Leave (paid at 50% of the average hourly wage over the last 36 months of employment) will be deposited into the Health Reimbursement Account.	100% of Sick Leave (paid at 50% of the average hourly wage over the last 36 months of employment) will be deposited into the Health Reimbursement Account.	100% of Sick Leave (paid at 50% of the average hourly wage over the last 36 months of employment) will be paid to the Member .	100% of Sick Leave (paid at 50% of the average hourly wage over the last 36 months of employment) will be deposited into the Health Reimbursement Account.	100% of Sick Leave (paid at 50% of the average hourly wage over the last 36 months of employment) will be deposited into the Health Reimbursement Account.
All accumulated Vacation Leave over 160 hours (paid at their current hourly rate) will be deposited into the Health Reimbursement Account.	<p>100% of Vacation Leave is paid directly to the employee</p> <p>Contributions from compensation will be made each paycheck starting with the month they reach the following service requirements:</p> <p>1-7 YOS = ZERO % 8-15 YOS = 1% of base pay 16 years += 2% of base pay</p>	100% of Vacation Leave is paid directly to the employee	<p>100% of Vacation Leave is paid directly to the employee</p> <p>Union Members, who have completed their probation period, will have the sum of \$125.00 per Pay Period taken from their PSUM and deposited into the Health Reimbursement Account.</p>	<p>All accumulated Vacation Leave over 160 hours (paid at their current hourly rate) will be deposited into the Health Reimbursement Account.</p> <p>All members of the Fire Chief Officer's group will contribute 1.5% of their salary, each pay period, which will be deposited into the Health Reimbursement Account.</p>

*Please refer to the applicable MOU for specifics