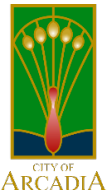


# City of Arcadia

## ARCADIA FIREFIGHTERS' ASSOCIATION (AFFA) Benefits Summary, 07/01/2024 – 06/30/2027



### FIREFIGHTER – FIREFIGHTER PARAMEDIC – FIRE ENGINEER – FIRE CAPTAIN

#### **RETIREMENT – CalPERS**

Optional contract benefits include:

- Post-Retirement Survivor Allowance § 21624 & 21626
- Third Level of 1959 Survivor Benefits § 21573
- Credit for Unused Sick Leave § 20965
- Pre-Retirement Option 2W Death Benefit § 21548 (employee pays .110% cost share)
- Military Service Credit as Public Service § 21024
- Military Service Credit for Retired Persons § 21027

#### ***Tier I Retirement Benefits (hired prior to 07/01/2011)***

- 3% @ 50 formula
- EPMC: 9% paid by City is reported as special compensation
- Employee pays 12% of employer cost through cost-share
- Single highest year calculation
- For eligible employees: employee & spouse retiree medical benefit until Medicare eligibility

#### ***Hybrid Retirement Benefits (hired 7/1/2011-10/8/2011)***

- 3% @ 50 formula
- Single highest year calculation
- 9% Employee Share paid by Employee
- Employee pays 3% of employer cost through cost share

#### ***Tier II Retirement Benefits (hired on or after 10/9/2011-12/31/2012)***

- 3% @ 55 formula
- 3-Year Average Final Compensation
- 9% Employee Share paid by Employee
- Employee pays 3% of employer cost through cost share

#### ***New CalPERS Members PEPPRA (hired on or after 01/01/2013)***

- 2.7% @ 57 formula
- 3-Year Average Final Compensation
- 50% of Normal Cost Employee Share paid by Employee (13.25% as of July 2025, subject to change)

#### **RETIREE MEDICAL TRUST**

- Employer contribution: \$151/month per employee
- Employee contribution: employees contribute the same predetermined amount, as determined by the Association

#### **SICK LEAVE**

Accrual – 5.54 hours per pay period

Max. accumulation – 2,100 hours, No buyback

#### **VACATION**

##### **24-hr Shift Schedule**

| <u>Years of Srvc</u> | <u>Hrs PP</u> | <u>Hrs Per Yr</u> | <u>Max Accrual</u> |
|----------------------|---------------|-------------------|--------------------|
| 0-5                  | 7.38          | 191.98            | 287.98             |
| 6-10                 | 8.31          | 215.98            | 323.97             |
| 11-15                | 10.15         | 263.98            | 395.97             |
| 15+                  | 11.08         | 287.98            | 431.96             |

##### **40-hr Week Schedule**

| <u>Years of Srvc</u> | <u>Hrs PP</u> | <u>Hrs Per Yr</u> | <u>Max Accrual</u> |
|----------------------|---------------|-------------------|--------------------|
| 0-10                 | 4.61          | 119.86            | 179.79             |
| 10+                  | 6.77          | 176.02            | 264.03             |

Vacation may not be accumulated beyond the “Max Accrual” amounts listed above. See MOU.

#### **HOLIDAYS: 10 Days**

|                            |                            |
|----------------------------|----------------------------|
| New Year's Day             | Labor Day                  |
| Martin Luther King Jr. Day | Admission Day              |
| President's Day            | Columbus Day               |
| Cesar Chavez Day           | Thanksgiving Day           |
| Memorial Day               | Day After Thanksgiving Day |
| Independence Day           | Christmas Day              |

#### **TUITION ADVANCEMENT/REIMBURSEMENT (Fiscal Year)**

Maximum advancement or reimbursement, including on campus parking fees and textbooks shall be paid at the rate of \$4,126 for undergraduate courses and \$5,062 for graduate courses. Courses, specialized training, or degree programs must be job related and pre-approved by Department Head and Human Resources Director.

#### **UNIFORMS**

Supplied upon employment - Replaced as needed  
See MOU

#### **MEDICAL AND DENTAL INSURANCE**

CalPERS Medical Plans and Delta Dental Plans available.

City pays up to:

\$775/Employee only coverage

\$1,550/Employee + 1 coverage

\$2,000/Family coverage

If employee elects to choose a more costly coverage, employee is required to pay the difference between the City contribution and actual cost.

#### **VISION INSURANCE (Vision Service Plan)**

City paid vision plan for employee and dependents

#### **LIFE INSURANCE (Lincoln Financial Group)**

\$75,000 Life & AD&D benefit

Additional Voluntary Life plans available through carrier

#### **LONG TERM DISABILITY**

Administered through Association

#### **LONGEVITY PAY** Based on the following formula:

| <u>Completed Years of Continuous Service</u> | <u>Amount Per Pay Period</u> |
|--|------------------------------|
| 5 – 9 Years                                  | \$92.31                      |
| 10 – 14 Years                                | \$138.46                     |
| 15 – 19 Years                                | \$184.62                     |
| 20+ Years                                    | \$369.23                     |

#### **DEFERRED COMPENSATION**

Income may be deferred through plans with Empower Retirement.

City provides bi-monthly matching contribution of up to \$100.05/pay period.

#### **COMPUTER LOAN PROGRAM**

Up to \$2,500 interest free loan and payroll deduction

#### **MEDICAL & DEPENDENT CARE SPENDING ACCOUNTS**

Maximum \$3,300 Medical Care/\$5,000 Dependent Care annually

Sign up during Open Enrollment – Calendar Year Plans

#### **EMPLOYEE ASSISTANCE PROGRAM**

Through Aetna

#### **COMPENSATION**

Base salary increase schedule:

- 6% effective July 1, 2025
- 5% effective July 1, 2026

Updated: 07/01/2025