

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

Years of Srvc	Hrs PP	Hrs Per Yr	Max Accrual
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

Years of Srvc	Hrs PP	Hrs Per Yr	Max Accrual
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:

Completed Years of Continuous Service	Amount Per Pay Period
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 \$3,400 Medical Care/\$7,500 Dependent Care annually

Sign up during Open Enrollment – Calendar Year Plans

EMPLOYEE ASSISTANCE PROGRAM

Through Aetna

COMPENSATION

Base salary increase schedule:

- 5% effective July 1, 2026

Updated: 12/26/2025