

# City of Arcadia

## ARCADIA CIVILIAN EMPLOYEES' ASSOCIATION (ACEA)

Benefits Summary, 07/01/2024 – 06/30/2027

### FULL-TIME EMPLOYEES



#### **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 .138% 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)**

- 2.5% @ 55 formula
- Employee pays 7% of employer cost through cost-share
- Employee pays 1% of employee cost
- EPMC: 7% paid by City is reported as special compensation
- Single highest year calculation
- For eligible employees: employee and spouse retiree medical benefits until Medicare eligible

#### **Tier II Retirement Benefits (hired on or after 10/09/2011)**

- 2% @ 60 formula
- 3-Year Average Final Compensation
- 7% Employee Share paid by Employee

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

- 2% @ 62 formula
- 3-Year Average Final Compensation
- 50% of Normal Cost Employee Share paid by Employee (7.5% as of July 2025, subject to change)

#### **SICK LEAVE**

Accrual – 3.693 hours per pay period

Max. accumulation – 1,500 hours

No Buyback

#### **VACATION**

<u>Yrs of Srvc</u>	<u>Hrs PP</u>	<u>Hrs Per Yr</u>	<u>Max Accrual</u>
0-4	3.07	80	120
5-9	4.61	120	180
10-14	5.23	136	204
15+	6.15	160	240

City will buy back up to 80 hours of vacation. See MOU.

#### **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.

#### **HOLIDAYS**

New Year's Day	Thanksgiving Day
Martin Luther King Jr. Day	Day After Thanksgiving Day
Presidents' Day	Christmas Eve
Memorial Day	Christmas Day
Independence Day	New Year's Eve
Labor Day	Floating Holiday - Admission Day
Veterans' Day	Floating Holiday - Birthday

#### **BILINGUAL PAY**

Number of employees authorized is at the Department Director's discretion; \$40/pay period

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

CalPERS Medical Plans and Delta Dental Plans

City pays up to:

Employees hired before 09/24/2024:

- \$1,072/Employee only coverage
- \$1,400/Employee + 1 coverage
- \$1,800/Family coverage

Employees hired on/after 09/24/2024:

- \$866/Employee only coverage
- \$1,400/Employee + 1 coverage
- \$1,800/Family coverage

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

- Employees hired on or before 07/01/2021: balance can be taken as cash back, subject to MOU provisions
- Employees hired on or after 07/02/2021: balance cannot be taken as additional compensation and will be forfeited

#### **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 (Lincoln Financial Group)**

Maximum benefit \$1,300/month

90-day benefit waiting period

Optional Buy-Up plan available

#### **LONGEVITY PAY**

Based on the following formula:

<u>Completed Years of Service</u>	<u>Amount Per Pay Period</u>
5 – 9 Years	\$50
10 – 14 Years	\$76
15 – 19 Years	\$100
20+ Years	\$230.77

#### **DEFERRED COMPENSATION**

Income may be deferred through plans with Empower Retirement

#### **UNIFORMS**

Replaced as needed – See MOU

#### **COMPUTER LOAN PROGRAM**

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

#### **HEALTH & DEPENDENT CARE SPENDING ACCOUNTS**

Maximum \$3,400 Medical/\$7,500 Dependent Care annually

Sign up during Open Enrollment – Calendar Year Plans

#### **EMPLOYEE ASSISTANCE PROGRAM**

Through Aetna