

# City of Arcadia

## ARCADIA POLICE CIVILIAN EMPLOYEES' ASSOCIATION (APCEA) Benefits Summary, 07/01/2024 – 06/30/2027



### **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

#### ***Hybrid Retirement Benefits (hired 07/01/2011-10/08/2011)***

- 2.5% @ 55 formula
- Single highest year calculation
- 8% Employee Share paid by Employee

#### ***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 PEPR (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**

Accruable – 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                | 3.85          | 100               | 120                |
| 5-9                | 5.77          | 150               | 180                |
| 10-14              | 6.54          | 170               | 204                |
| 15+                | 7.69          | 200               | 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 Police Chief's discretion; \$75/month

### **MEDICAL AND DENTAL INSURANCE**

CalPERS Medical Plans and Delta Dental Plans

City pays up to:

Employees hired before 07/01/2024:

- \$1,050/Employee only coverage
- \$1,400/Employee + 1 coverage
- \$1,800/Family coverage

Employees hired on/after 07/01/2024:

- \$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                       | \$69.23                      |
| 10 – 14 Years                     | \$92.31                      |
| 15 – 19 Years                     | \$115.38                     |
| 20+ Years                         | \$230.77                     |

### **DEFERRED COMPENSATION**

Income may be deferred through plans with Empower Retirement

### **UNIFORMS**

Replaced as needed – See MOU

### **COURT TIME**

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