

City of Arcadia

ARCADIA POLICE OFFICERS' ASSOCIATION (APOA)

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



POLICE OFFICER – POLICE SERGEANT

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)

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

New CalPERS Members PEPRA (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)

SICK LEAVE

Accrual – 3.69 hours per pay period

Max. accumulation –1,600 hours; no buyback

VACATION

Years of Srvc	Hrs PP	Hrs Per Yr	Max Accrual
0-5	4.61	119.86	180
6-10	6.15	159.90	240
11-15	6.77	176.02	300
16+	7.69	199.94	400

Vacation may not be accumulated beyond the "Max Accrual" amounts listed above. City will buy back up to 80 hours of vacation. See MOU.

HOLIDAYS: 10 Days (80 hours)

New Year's Day	Labor Day
Martin Luther King Jr. Day	Admission Day
President's Day	Veterans' Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day

UNIFORMS

Supplied upon employment - Replaced as needed

\$1,000 for optional equipment/shoes

SIGNING/REFERRAL BONUS

- Lateral Officers: \$4,000 upon hire; additional \$3,000 upon passing probation; additional \$3,000 upon completion of three years from date of hire.
- Existing employees: \$1,000 referral bonus when lateral Officer referred by employee passes probation.

MEDICAL & DEPENDENT CARE SPENDING ACCOUNTS

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

Sign up during Open Enrollment – Calendar Year Plans

EDUCATIONAL & CERTIFICATE INCENTIVES

Associates (2.5%), Bachelors (5%) degrees or equivalency,

POST Intermediate Certificate (5%), POST Advanced Certificate (13%)

Note: Cannot combine educational and certificate incentives

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.

BILINGUAL BONUS

Up to 12 employees (additional employees as approved by Chief and City Manager): \$49.07/pay period

SPECIALTY/ASSIGNMENT PAY

Available for Special Assignments – See MOU

MEDICAL AND DENTAL INSURANCE

CalPERS Medical Plans and Delta Dental Plans available.

City pays up to:

- \$861/Employee only coverage
- \$1,550/Employee + 1 coverage
- \$2,150/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.

PORAC RETIREE MEDICAL TRUST

City contribution of \$100/month for Tier II Classic and PEPRA employees (pending establishment of Trust by APOA).

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

City contributes \$14.18/month per employee

LONGEVITY PAY Based on the following formula:

Completed Years of Service	Amount Per Pay Period
5 – 9 Years	\$46.15
10 – 14 Years	\$138.46
15 – 19 Years	\$276.92
20+ Years	\$369.23

DEFERRED COMPENSATION

Income may be deferred through plans with Empower Retirement

City provides matching contribution of up to \$100/month

COMPUTER LOAN PROGRAM

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

CITY PAID PHYSICAL

Annual physical exam currently provided at USC Arcadia Hospital

EMPLOYEE ASSISTANCE PROGRAM

Through Aetna

Updated: 07/01/2025