

# 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 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)

#### 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 PEPPRA 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: 12/26/2025