

City of Arcadia

ARCADIA PUBLIC WORKS EMPLOYEES' ASSOCIATION (APWEA)
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% employer cost through cost share
- Employee pays 1% employee cost
- EPMC: 7% paid by City is reported as special compensation
- Single highest year calculation
- For eligible employees: employee & 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 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

Accruable – 3.693 hours per pay period

Max. accumulation – 2,000 hours, No Buyback

VACATION

Years of Srv	Hrs PP	Hrs Per Yr	Max Accrual
0-4	3.07	80	120
5-9	4.61	120	180
10-14	5.23	136	204
15+	6.15	160	240

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

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

UNIFORMS

City provides 11 sets of uniforms, consisting of shirts and trousers

BOOT ALLOWANCE

Up to \$250 reimbursement per year

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.

MEDICAL AND DENTAL INSURANCE

CalPERS Medical Plans and Delta Dental Plans

City pays up to:

Employees hired before 07/01/2024:

- \$1,107/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 to choose a more costly coverage, 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 additional compensation, 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:

Completed Years of Service	Amount Per Pay Period
5 – 9 Years	\$42.02
10 – 14 Years	\$63.04
15 – 19 Years	\$84.06
20+ Years	\$230.77

DEFERRED COMPENSATION

Income may be deferred through plans with Empower Retirement

COMPUTER LOAN PROGRAM

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

MEDICAL & DEPENDENT CARE SPENDING ACCOUNTS

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

Sign up during Open Enrollment – Calendar Year Plans

EMPLOYEE ASSISTANCE PROGRAM

Through Aetna