City of Arcadia

UNREPRESENTED CONFIDENTAL EMPLOYEES
Benefits Summary, 07/01/2024 – 06/30/2027

EXECUTIVE ASSISTANT, HUMAN RESOURCES TECHNICIAN, HUMAN RESOURCES ASSISTANT, AND SR. HUMAN RESOURCES ASSISTANT

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 2026, subject to change)

SICK LEAVE

Accruable – 3.693 hours per pay period
No Buyback; see Fringe Benefits Resolution for more details

VACATION

Yrs of Srvc	Hrs PP	Sell Back Hrs/Cal Yr
0 – 4	3.077	80
5 – 9	4.616	120
10 – 14	5.231	136
15+	6.154	160

See Fringe Benefits Resolution for maximum accrual and sell back details

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
Veterans' Day	Floating Holiday

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 10/01/2024:
$1,072 Employee only coverage
$1,400 Employee + 1 coverage
$1,800 Family coverage
Employees hired on/after 10/01/2024:
$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)

Term life equal to employee's annual salary plus $75,000 Life & AD&D
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	$50
10 – 14 Years	$76
15 – 19 Years	$100
20+ Years	$230.77

DEFERRED COMPENSATION

Income may be deferred through plans with Empower Retirement

BILINGUAL PAY

Number of employees authorized is at the Department Director's discretion; $75/pay period for Mandarin and $40/pay period for all languages

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

Updated: 08/09/2026