

City of Arcadia

LAW ENFORCEMENT RECRUIT/LAW ENFORCEMENT RECRUIT (PRE-SERVICE) FIREFIGHTER RECRUIT/FIREFIGHTER RECRUIT (PRE-SERVICE) Benefits Summary (2024)



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 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

Accrual – 1 hour for every 30 hours worked

Maximum accrual per year – 80 hours

No Buyback

MEDICAL AND DENTAL INSURANCE

CalPERS Medical Plans and Delta Dental Plans

City pays **up to:**

- \$620/Employee only coverage
- \$700/Employee + 1 coverage
- \$900/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

DEFERRED COMPENSATION

Income may be deferred through plans with Empower Retirement

MEDICAL & DEPENDENT CARE SPENDING ACCOUNTS

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

Sign up during Open Enrollment – Calendar Year Plans