

# City of Arcadia

LAW ENFORCEMENT RECRUIT/LAW ENFORCEMENT RECRUIT (PRE-SERVICE)

FIREFIGHTER RECRUIT/FIREFIGHTER RECRUIT (PRE-SERVICE)

Benefits Summary (2026)



## **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 \$3,400 Medical/\$7,500 Dependent Care annually

Sign up during Open Enrollment – Calendar Year Plans