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 2026, subject to change)

SICK LEAVE
Accruable – 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 $3,500 Medical/$7,500 Dependent Care annually
Sign up during Open Enrollment – Calendar Year Plans

Updated: 09/08/2026