

CITY OF ARCADIA
BENEFITS SUMMARY - ARCADIA CITY EMPLOYEES ASSOCIATION (ACEA)
(Through 6/30/2010)

RETIREMENT – CalPERS

- 2.5% @ 55 formula
- 7% Employee share paid by City
- 1% Employee Share paid by Employee
- EPMC: 7% paid by City is reported as employee's income for calculating retirement benefit
- Single highest year calculation
- Survivor benefit
- For eligible employees: Employee and spouse retiree medical benefits until Medicare eligible
- Sick Leave Credit

SICK LEAVE

Accruable – 3.693 hour per pay period
Max. accumulation – 1,500 hours
No Buyback

VACATION

<u>Yrs of Srvc</u>	<u>Hrs pp</u>	<u>Hrs Per Yr</u>	<u>Max Accrual</u>
1-5	3.07	80	200
6-10	4.61	120	300
11-15	5.23	136	340
16+	6.15	160	400

- Max. accumulation – amount accruable in 65 pay periods (2 ½ years)
- City will buy back vacation equal to amount taken during the year, not to exceed 80 hours

HOLIDAYS – 13 Days (hours vary each year)

New Year's Day	Friday following Thanksgiving Day
Presidents Day	Christmas Eve – 4 hours
Memorial Day	Christmas Day
Independence Day	New Year's Eve – 4 hours
Labor Day	Floating Holiday – MLK's birthday
Veteran's Day	Floating Holiday – Admissions Day
Thanksgiving Day	Floating Holiday – Employee B-day

TUITION LOAN/REIMBURSEMENT (Fiscal Year)

Maximum tuition reimbursement, including on campus parking fees and textbooks shall be paid at the California State University rates plus \$100 per year for qualified expenses. Classes must be job related and approved by Department Head, Human Resources Administrator.

BILINGUAL PAY

Up to 15 employees @ \$75/mo

MEDICAL AND DENTAL INSURANCE

- CalPERS Medical Plans and Delta Dental Plans
- Benefit allowance of \$845/month
- Balance can be taken as cash back or applied to a deferred compensation plan

VISION INSURANCE (Vision Service Plan)

City paid vision plan for employee and dependents

LIFE INSURANCE (The Standard Insurance)

\$25,000 Life & AD&D benefit
Additional Voluntary Life plans available through carrier

LONG TERM DISABILITY (The Standard Insurance)

\$1,300/month
Maximum benefit period 42 months
90-day benefit waiting period
Optional Buy-Up plan available

STABILITY PAY

Maximum of \$500 for employees hired before 01/01/84

LONGEVITY PAY

Based on the following formula:

<u>Completed Years of Service</u>	<u>Annual Amount</u>
5 – 9 Years	\$1,000
10 – 14 Years	\$1,500
15 Years and beyond	\$2,000

DEFERRED COMPENSATION

Income may be deferred through plans with ICMA and/or Nationwide

UNIFORMS

- Replaced as needed – See MOU
- All employees not requiring uniforms shall receive one polo shirt yearly¹

COMPUTER LOAN PROGRAM

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

HEALTH & DEPENDANT CARE SPENDING ACCOUNTS

Maximum \$5,000 Health/\$5,000 Dependant Care annually
Sign up during Open Enrollment – Calendar Year Plans

EMPLOYEE ASSISTANCE PROGRAM

Through Managed Health Network

¹ Suspended for FY 09-10 to help balance the City's budget