

**CITY OF ARCADIA**  
**BENEFITS SUMMARY – ARCADIA CITY EMPLOYEES ASSOCIATION (ACEA)**  
**PERMANENT PART TIME EMPLOYEES**  
(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 – 4 hours per month  
Max. accumulation – 750 hours  
No Buyback

**VACATION**

<u>Yrs of Srvc</u>	<u>Hrs pp</u>	<u>Hrs per Yr</u>	<u>Max Accrual</u>
1-5	1.54	40	100
6-10	2.31	60	150
11-15	2.62	68	170
16+	3.07	80	200

Max. accumulation – amount accruable in 65 pay periods (2 ½ years)

**HOLIDAYS – 13 Days**

New Year's Day	Friday following Thanksgiving Day
Presidents Day	Christmas Day
Memorial Day	Christmas Eve – 2 hours
Independence Day	New Year's Eve – 2 hours
Labor Day	Floating Holiday – MLK's birthday
Veteran's Day	Floating Holiday – Admissions Day
Thanksgiving Day	Floating Holiday – Employee B-day

**Note: Hours vary based on schedule. Each holiday is 4-4 ½ hours depending upon normal schedule (unless noted)**

**MEDICAL AND DENTAL INSURANCE**

- CalPERS Medical Plans and Delta Dental Plans
- Benefit allowance of \$422.50 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

**LONGEVITY PAY**

Based on the following formula:

<u>Completed Years of Service</u>	<u>Annual Amount</u>
5 – 9 Years	\$500
10 – 14 Years	\$750
15 Years and beyond	\$1,000

**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 yearly<sup>1</sup>

**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 and Human Resources Administrator.

**BILINGUAL PAY**

Up to 15 employees @ \$75/mo

**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

<sup>1</sup> Suspended for FY 09-10 to help balance the City's budget  
(Revised 12/09)