

**CITY OF ARCADIA**  
**BENEFITS SUMMARY – Arcadia Firefighters' Association (AFA)**  
**Firefighter - Firefighter Paramedic - Fire Engineer - Fire Captain**  
**(Through 6/30/2010)**

**RETIREMENT – CalPERS**

- 9% Employee share paid by City
- EPMC: 9% paid by City is reported as employee's income for calculating retirement benefit
- 3% @ 50 formula
- Single highest year calculation
- Survivor benefit (Level 4)
- For eligible employees: Employee and spouse retiree medical benefits until Medicare eligible
- Sick Leave Credit

**SICK LEAVE**

Accruable – 5.54 hours per pay period  
 Max. accumulation – 2,100 hours  
 No Buyback

**VACATION**

<u>Years of Srvc</u>	<u>Hrs pp</u>	<u>Hrs Per Yr</u>	<u>Max Accrual</u>
1-5	7.384	192	480
6-10	8.307	216	540
11-15	10.153	264	660
15+	11.076	288	720

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

**HOLIDAYS** – 12 Holidays (144 hours <sup>1</sup>)

New Year's Day	Labor Day
Martin Luther King, Jr. Day	Admission Day
President's Day	Columbus Day
Cesar Chavez Day	Thanksgiving Day
Memorial Day	Day After Thanksgiving
Independence Day	Christmas Day

**UNIFORMS**

Supplied upon employment - Replaced as needed  
 \$600 per year reported to CalPERS as special compensation

**TUITION LOAN/REIMBURSEMENT (Fiscal Year)**

Maximum tuition loan or 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.

**EDUCATIONAL INCENTIVES**

Associates (2.5%) & Bachelors (5%) degrees

**SPECIALTY PAY**

Available for Special Assignments – See MOU

**MEDICAL AND DENTAL INSURANCE**

- CalPERS Medical Plans and Delta Dental Plans
- City pays up to:  
 \$538/Employee only coverage  
 \$848/Employee + 1 coverage  
 \$1,054/Family coverage
- If employee elects to choose a more costly coverage he/she is required to pay the difference between the City contribution and actual cost.
- The employee shall forfeit any balance should the City's contribution exceed the cost of premium.

**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**

Administered through Association

**STABILITY PAY**

Maximum of \$500 for employees hired before 07/01/83

**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

**COMPUTER LOAN PROGRAM**

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

**CITY PAID ANNUAL PHYSICAL**

At Arcadia Methodist Hospital

**WELLNESS PROGRAM**

Comprehensive fitness evaluation & lecture series

**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

\*All leave benefits are based upon a 56-hour work week (24-hour shift schedule). A "day" equals 12 hours.

<sup>1</sup> Reduced to 117 hours for FY 09-10 to help balance the City's budget (decrease excludes employees who retire in FY 09-10)