

CITY OF ARCADIA
BENEFITS SUMMARY – Arcadia Police Officers' Association (APOA)
Police Officer - Police Sergeant
(7/1/2010 through 6/30/2011)

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
- For eligible employees: Employee and spouse retiree medical benefits until Medicare eligible
- Sick Leave Credit

SICK LEAVE

Accruable – 3.69 hours per pay period
 Max. accumulation – 1,300 hours
 No Buyback

VACATION

<u>Years of Srvc</u>	<u>Hrs pp</u>	<u>Hrs Per Yr</u>	<u>Max Accrual</u>
1-5	4.61	120	300
6-10	6.15	160	400
11-15	6.77	176	440
15+	7.69	200	500

- 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 – 10 Days (80 hours)

New Year's Day	Labor Day
Martin Luther King Jr. Day	Admissions Day
Washington's Birthday	Veteran's Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day

UNIFORMS

Supplied upon employment - Replaced as needed
 \$750 for optional equipment/shoes

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 & CERTIFICATE INCENTIVES

Associates (2.5%), Bachelors (5%) degrees, POST Intermediate Certificate (5%), POST Advanced Certificate (11%)
 Note: Cannot combine educational & certificate incentives

BILINGUAL BONUS

Up to 12 employees @ \$100/mo

SPECIALTY/ASSIGNMENT PAY

Available for Special Assignments – See MOU

CITY PAID ANNUAL PHYSICAL

At Arcadia Methodist Hospital

MEDICAL AND DENTAL INSURANCE

- CalPERS Medical Plans and Delta Dental Plans available
- City pays up to:
 \$662/Employee only coverage
 \$897/Employee + 1 coverage
 \$1,041/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.

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
 City contributes \$14.18/month per employee

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

COMPUTER LOAN PROGRAM

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

CITY PAID PHYSICAL

At Arcadia Methodist Hospital
 Annual for members age 40 and above
 Biennial for members under age 40

SIGNING BONUS

\$3,000 signing bonus for Laterals (\$1,000 @ hire; \$2,000 @ end of 18-mo. probation)

\$3,000 signing bonus for Recruits & Pre-Service (\$1,000 @ hire; \$2,000 @ end of 18-mo. probation)

\$1,000 Finder's Fee to an employee who brings a lateral or academy graduate to the Arcadia Police Department. The Finder's Fee will be paid when the lateral or academy graduate completes his/her probationary period.

HEALTH & DEPENDANT CARE SPENDING ACCOUNTS

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

EMPLOYEE ASSISTANCE PROGRAM

Through Managed Health Network

