

CITY OF ARCADIA
BENEFITS SUMMARY – FIRE SAFETY MANAGEMENT EMPLOYEES
Battalion Chief - Deputy Fire Chief
(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
- For eligible employees: Employee and spouse retiree medical benefits until Medicare eligible
- Sick Leave Credit

SICK LEAVE

12 hours per month (24-hr shift employees)
8 hours per month (not on 24-hr shift)
No Buyback

ADMINISTRATIVE LEAVE

0 – 80 hours per year

VACATION

BC's

<u>Yrs of Srvc</u>	<u>Hrs pp</u>	<u>Hrs Yr</u>	<u>Maximum Accrual</u>
1-10	6.924	120	450
11-15	10.154	264	660
15+	11.076	288	720

DFC

<u>Yrs of Srvc</u>	<u>Hrs pp</u>	<u>Hrs Yr</u>	<u>Maximum Accrual</u>
1-9	4.616	120	300
10+	7.69	200	500

City will buy back vacation not to exceed 80 hours.
Max. accumulation – amount accruable in 65 pay periods

HOLIDAYS

BC (144 hours)

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

DFC (hours vary each year)

New Year's Day
President's Day
Memorial Day
Independence Day
Labor Day
Veteran's Day
Thanksgiving Day
Friday following Thanksgiving Day
Christmas Day
Christmas Eve (4 hours)
New Year's Eve (4 hours)
Floating Holiday – Admissions Day
Floating Holiday – MLK's B-day
Floating Holiday – WA's B-day

CITY PAID BIENNIAL PHYSICAL

At Arcadia Methodist Hospital

UNIFORM

\$600 per year reported to CalPERS as special compensation

MEDICAL AND DENTAL INSURANCE

- CalPERS Medical Plans and Delta Dental Plans
- Benefit allowance of \$1,143/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)

Term Life equal to employee's annual salary plus \$25,000 Life & AD&D benefit
Additional term life insurance available through carrier

LONG TERM DISABILITY

Administered through Association
City contributes \$10.95/month

STABILITY PAY

Maximum of \$500 for employees hired before 07/01/82

LONGEVITY PAY ¹

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
- City contributes 0.5% of salary for LTD or Deferred Compensation
- Option to participate in PARS (Public Agency Retirement System)

TUITION LOAN/REIUMBURSEMENT (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.

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
(Revised 12/09)