

CITY OF ARCADIA
BENEFITS SUMMARY – POLICE SAFETY MANAGEMENT EMPLOYEES
Police Lieutenant - Police 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
- For eligible employees: Employee and spouse retiree medical benefits until Medicare eligible
- Sick Leave Credit

ADMINISTRATIVE LEAVE

0 – 80 hours per year

SICK LEAVE

Accruable – 8 hours per month
No Buyback

VACATION

<u>Years of Service</u>	<u>Hrs pp</u>	<u>Hrs Year</u>	<u>Max Accrual</u>
1-10	4.616	120	300
11-15	6.77	176	440
15+	7.69	200	500

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

HOLIDAYS – 13 Holidays (hours vary each year)

New Year's Day	Friday following Thanksgiving Day
Presidents Day	Christmas Day
Memorial Day	Christmas Eve (4 hours)
Independence Day	New Year's Eve (4 hours)
Labor Day	Floating Holiday - Admissions Day
Veteran's Day	Floating Holiday – MLK's Birthday
Thanksgiving Day	Floating Holiday (9 hours)

Option of cashing out floating holiday in lieu of taking time off

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 with carrier

LONG TERM DISABILITY

Administered through Association
City contribution \$10.95/month

SPECIALTY PAY

Available for Race Track only

STABILITY PAY

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

LONGEVITY PAY¹

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/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.

CITY PAID BIENNIAL PHYSICAL

At Arcadia Methodist Hospital

COMPUTER LOAN PROGRAM

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

UNIFORM

\$750 for optional safety equipment
\$148 per quarter uniform allowance

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)