

CITY OF ARCADIA
BENEFITS SUMMARY – EXECUTIVE MANAGEMENT EMPLOYEES
Department Heads
(Through 6/30/2010)

RETIREMENT – CalPERS

- 2.5% @ 55 formula (non-safety)
- 3% @ 50 formula (safety)
- 7% (9% safety) Employee share paid by City
- 1% Employee Share paid by Employee (non-safety)
- EPMC: 7% (9% safety) 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

ADMINISTRATIVE LEAVE

0 – 80 hours per year

SICK LEAVE

Accrual – 8 hours per month (No Buyback)
Upon hire, eligible for up to 96 hours

VACATION

<u>Arcadia Yrs of Srvc</u>	<u>Hrs pp</u>	<u>Hrs Yr</u>	<u>MaxAcc</u>
1-5	3.077	80	500 hrs
6-10	4.616	120	500 hrs
11-15	5.231	136	500 hrs
16+	6.154	160	500 hrs
20 yrs public service	6.154	160	500 hrs
Police Chief (16+ or 20 yrs)	7.69	200	500 hrs
Fire Chief (16+ or 20 yrs)	7.69	200	500 hrs

City will buy back vacation not to exceed 120 hours

Upon hire, City Manager may grant vacation accrual at 4.616

Employees with 20 years of public service, including City of Arcadia and other public organizations are eligible for accrual at 6.154 per pay period.

HOLIDAYS (hours vary each year)

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

Floating Holiday (8 hours/9 hrs for Police Chief)

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 (The Standard Insurance)

\$1,300/month
Maximum benefit period 42 months
90-day waiting period
Optional Buy-Up plan available

Police Chief & Fire Chief (participate through Associations)

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

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 for Safety Executive Management