

**CITY OF ARCADIA**  
**BENEFITS SUMMARY – MANAGEMENT (NON-SAFETY) EMPLOYEES**  
(Through 6/30/2010)

**RETIREMENT – CalPERS**

- 2.5% @ 55 formula
- 7% Employee share paid by City
- 1% Employee Share paid by Employee
- EPMC: 7% 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**

Accruable – 8 hours per month  
No Buyback

**VACATION**

<u>Yrs of Srvc</u>	<u>Hrs pp</u>	<u>Hrs Per Yr</u>	<u>Max Accrual</u>
1-5	3.077	80	200
6-10	4.616	120	300
11-15	5.231	136	340
16+	6.154	160	400

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

**HOLIDAYS – 13 Days** (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 – WA's B-day

**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

**LONG TERM DISABILITY (The Standard Insurance)**

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

**STABILITY PAY**

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

**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
- 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