

RESOLUTION NO. 7598

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ARCADIA, CALIFORNIA, ESTABLISHING COMPENSATION AND RELATED BENEFITS FOR CITY COUNCIL, EXECUTIVE MANAGEMENT, MANAGEMENT, AND UNREPRESENTED CONFIDENTIAL EMPLOYEES FOR JULY 1, 2024, THROUGH JUNE 30, 2027

WHEREAS, City Council Resolution 7383 sets forth various fringe benefits and related compensation for officials, officers, and management of the City; and

WHEREAS, Section 38 of Resolution No. 7383 provides for amendment and modification by City Council approved resolutions that direct inclusion of any changes as part of said Resolution; and

WHEREAS, salaries and benefits for City Council, Executive Management, Management, and Unrepresented Confidential Employees that are adjusted by resolution are then reflected on the City's salary schedule.

NOW THEREFORE THE CITY COUNCIL OF THE CITY OF ARCADIA, CALIFORNIA DOES HEREBY FIND, DETERMINE AND RESOLVE AS FOLLOWS:

SECTION 1. The City Council hereby approves the changes to Resolution No. 7383 as set forth in the City of Arcadia Fringe Benefits Resolution as attached hereto, effective as of July 1, 2024, through June 30, 2027.

SECTION 2. The City Clerk shall certify to the adoption of this Resolution.

[SIGNATURES ON THE NEXT PAGE]

Passed, approved, and adopted this 1st day of October, 2024.




Mayor of the City of Arcadia

ATTEST:



City Clerk

APPROVED AS TO FORM:



Michael J. Maurer
City Attorney

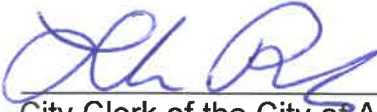
STATE OF CALIFORNIA)
COUNTY OF LOS ANGELES) SS:
CITY OF ARCADIA)

I, LINDA RODRIGUEZ, City Clerk of the City of Arcadia, hereby certifies that the foregoing Resolution No. 7598 was passed and adopted by the City Council of the City of Arcadia, signed by the Mayor and attested to by the City Clerk at a regular meeting of said Council held on the 1st day of October, 2024 and that said Resolution was adopted by the following vote, to wit:

AYES: Cheng, Wang, and Cao

NOES: Verlato, and Kwan

ABSENT: None

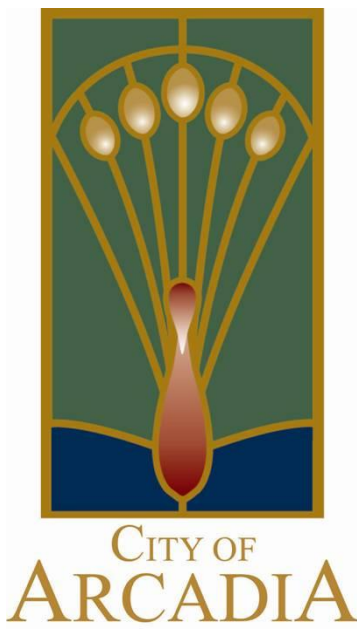


City Clerk of the City of Arcadia

CITY OF ARCADIA

FRINGE BENEFITS RESOLUTION

**CITY COUNCIL, EXECUTIVE MANAGEMENT,
MANAGEMENT, AND UNREPRESENTED EMPLOYEES
OF THE CITY OF ARCADIA**



JULY 1, 2024 – JUNE 30, 2027

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SECTION 1. PURPOSE

The Fringe Benefits Resolution is a consolidation of previously adopted resolutions concerning City Council, Executive Management, Management, and Unrepresented Employees. Resolution No. 7598 sets forth the wages, hours, and other terms and conditions of employment for employees within these classifications.

SECTION 2. DEFINITIONS

As used herein and in the general salary resolution, the following terms shall have the following meanings:

“Classification” shall mean a group of positions having sufficiently similar duties, responsibilities, and qualifications to be designated by the same descriptive title, and as to which the same salary range may be made to apply with equity.

“Employee” shall mean a full-time budgeted employee of the City of Arcadia.

“Employment Date” shall mean the period of continuous full-time employment from and after such employment date shall be used in computing longevity pay, sick leave, and vacation and shall be the starting point for determining salary step increases.

“Executive Management Employee” shall mean an unrepresented management Employee who is the head of a City Department. Employees who are in the Classification of Development Services Director, Public Works Services Director, Administrative Services Director, Recreation and Community Services Director, Library and Museum Services Director, Assistant City Manager, Human Resources Director, and similar Classifications as they may be added or amended over time shall be considered Executive Management Employees in the Miscellaneous category. Employees who are in the Classification of Police Chief, Fire Chief, and similar Classifications as they may be added or amended over time shall be considered Executive Management Employees in the Safety category. Also known as “Department Director”.

“Management Employees” shall mean those full-time Employees having responsibility for formulating, administering, or managing the implementation of City policies who are unrepresented and who are not Executive Management Employees. Typical Employees in the Classification of Management Aide, Buyer, Purchasing Officer, Recreation Supervisor, Human Resources Analyst, Crime Analyst, Management Analyst, Police Records Manager, Senior Human Resources Analyst, Senior Management Analyst, Transportation Services Manager, City Clerk, Project Manager, Deputy Director of Recreation and Community Services, Planning Services Manager, Accounting Supervisor, Accountant, Senior Accountant, Environmental Services Manager, Information Technology Manager, Communication and Engagement Officer, General Services

Superintendent, Streets Superintendent, Library Services Manager, Utilities Manager, Principal Civil Engineer, Building Official, Fire Marshal, Economic Development Manager, Human Resources Manager, Deputy City Manager, Deputy Development Services Director, City Engineer, Deputy Public Works Services Director and similar Classifications as they may be added or amended over time shall be considered Management Employees in the Miscellaneous category. Typical Employees in the Classification of Police Lieutenant, Fire Battalion Chief, Deputy Fire Chief, Police Captain, and similar Classifications as they may be added or amended over time shall be considered Management Employees in the Safety category.

“Miscellaneous Employees” shall mean those employees who are not involved in law enforcement, fire suppression, the protection of public safety, or employed in a position designated by law as local safety.

“Part-Time Unrepresented Employees” shall mean a part-time employee who is at-will and not deemed an Executive Management, Management, Unrepresented Confidential, or Unrepresented Employee. Typical Employees in the Classification of Library Aide I/II, Activity Leader I/II, Laborer, Police Cadet, Administrative Intern, Camp Manager, Fire Prevention Aide, Recreation Specialist, Volunteer Services Coordinator, Reserve Police Officer I/II and similar classifications as they may be added or amended over time shall be considered part-time unrepresented. This excludes the positions of Law Enforcement Recruit and Firefighter Recruit.

“Recognized Employee Organization” means an Employee organization which has been formally acknowledged by the City as the Employee organization that represents Employees in designated classifications in an appropriate representation unit.

“Safety Employees” shall mean those employees who are involved in law enforcement, fire suppression, the protection of public safety, or who are employed in a position designated by law as local safety.

“Salary Advancement” shall mean an increase in salary from current step to a higher step within the same salary range based upon performance and continuous service in the same class.

“Unrepresented Confidential Employee” shall mean any benefitted Employee (receiving CalPERS and a benefit allowance) that is not an Executive or Management Employee, is not represented by a recognized Employee organization, and typically handles confidential matters as a course of their job duties. Classifications in this group include Executive Assistant assigned to the City Manager’s Office, Human Resources Technician, and similar Classifications as they may be added or amended over time (referred to as Confidential herein).

“Unrepresented Employee” shall mean any Employee that is not an Executive or Management Employee and is not represented by a recognized Employee organization. This includes the positions of Law Enforcement Recruit and Firefighter Recruit.

SECTION 3. COMPENSATION

A. BASE SALARIES AND ONE-TIME BONUS

The base salaries of Safety and Miscellaneous Executive Management, Safety and Miscellaneous Management, and Unrepresented Confidential Employees covered by this resolution will be increased as follows: Retroactive increases will be given only to those employees on City payroll as of the date of adoption of this resolution.

- Effective the beginning of the pay period containing July 1, 2024: 7%
- Effective the beginning of the pay period containing July 1, 2025: 6%
- Effective the beginning of the pay period containing July 1, 2026: 5%

In addition, it is the intent to adjust salary ranges to allow at least a 10% increase when promoting into higher Classifications. The base salary increases for all Classifications covered by this resolution, including any applicable adjustments, have been incorporated into the salary schedules as set forth in Exhibit A and incorporated herein.

Employees covered by this resolution will receive a one-time Non-PERSable bonus paid through City payroll upon the adoption of this resolution. The collective amount of \$114,300 will be distributed evenly to Employees covered by this resolution as of date of adoption.

B. BILINGUAL PAY

The City will offer bilingual pay to Management and Confidential Employees. The total number of positions authorized for bilingual pay at any time is at the discretion of the Employee's Department Director. To qualify, an Employee must pass the test developed or utilized by the City for languages specified by the City. An employee designated to receive bilingual pay shall receive \$75 per pay period for Mandarin and \$40 per pay period for all other languages.

SECTION 4. SALARY STEP ADVANCEMENT

- A. The advancement through the salary steps shall be based upon performance and continuous service in the same classification. The percentage between steps is approximately 2.5%. Employees will advance in their rates of compensation two

steps (approximately 5.0%) on their anniversary dates. The following schedule is an example of merit increases when an Employee begins employment at step A in a new classification not previously held by the Employee:

A Step to C Step: 6 months

All other Steps: 12 months

Employees starting service at Step A in a new classification, whether newly hired or promoted, will be eligible for a step increase consideration at 6 months of service in their new classification. If a step increase is granted at 6 months, the next step increase consideration will be 12 months from this date and annually thereafter. Employees starting service at any other salary step in a new classification, whether newly hired or promoted, will be eligible for a step increase consideration at 12 months of service in their new classification and annually thereafter.

For Department Directors reporting directly to the City Manager, the advancement through the salary steps shall be based on performance without regard to the continuous service time requirements cited above. The rate of advancement shall be from 0% to 7.5%, or no movement to a maximum of three steps. Pursuant to the City Charter Section 809, evaluation of the Library and Museum Services Director shall be by the Library Board; however, the City Manager shall provide input into the process.

- B. Salary step advancements may be withheld or delayed by the appointing authority if an Employee's performance does not merit such advancement.
- C. With the approval of the City Manager, an Employee may be hired at any step within the salary range applicable to the position.
- D. The City Manager shall have the authority to advance an Employee's salary step within that Employee's salary range when the purpose is to correct an existing inequity or give recognition to exceptional performance.
- E. Upon adoption of this Resolution and until June 30, 2027, unless extended by the City Council, the City Manager shall have discretionary authority to allow an annual performance bonus up to 3% of an Employee's annual salary to full-time Employees covered by this resolution who receive a Meritorious or Superior evaluation. Receiving a Meritorious or Superior evaluation is not a guarantee of receiving a bonus, only a minimum standard for qualification. It shall be the City Manager's sole authority to determine whether to allow a bonus and at what amount. The performance bonus shall be subject to the availability of funds as determined by the City.

SECTION 5. PROMOTIONAL STEP ADVANCEMENT

- A. When an Employee is promoted, their pay shall advance to the lowest salary step in the new classification range such that it will provide a 5% increase in compensation, or two steps. If the lowest salary in the new classification is the top step, the Employee's pay will be advanced to the top step, even if it provides less than a 5%, or two step, increase.
- B. When an Employee is promoted to a higher classification, the date of the promotion shall be used in determining the date of the future step increases. Future step increases for promotions will follow Section 4. "Salary Step Advancement".

SECTION 6. OVERTIME

- A. When necessary to perform essential work, a Department Director may require Management and Unrepresented Employees to work at any time other than during regular working hours until such work is accomplished. Management and Executive Management Employees are generally considered positions that are exempt from standard overtime rules. Job specifications for each Classification shall clearly state whether the position is considered exempt. Employees that are not exempt from standard overtime rules and are required to work hours which cause the Employee to be in a work status in excess of 40 hours in a designated workweek shall be paid at the rate of time and one-half the Employee's regular rate of pay. The Department Director may permit an Employee to accumulate compensatory time in lieu of paid overtime; however, the Employee shall not be permitted to accumulate more than 100 hours of compensatory time at any time.
- B. Fire Battalion Chiefs working in excess of a 56-hour workweek shall receive overtime at straight time for operational assignments as defined by the Fire Chief and are eligible for Management Leave. A Fire Battalion Chief assigned to a strike team and working in excess of a 56-hour workweek will receive overtime at 1.5 times the hourly rate. No other Management Employees are eligible to receive any form of overtime compensation for additional hours worked, except as stated in Section 8.
- C. A Deputy Fire Chief who works in excess of a 40-hour workweek for purposes of strike team backfill or while deployed on a strike team assignment will receive overtime at 1.5 times the hourly rate when authorized by the Fire Chief.

SECTION 7. RETIREMENT

A. EMPLOYEES HIRED BEFORE JULY 1, 2011

The City contracts with the State of California Public Employees Retirement System (CalPERS) for the classifications contained in this Resolution. The plan shall include the following options:

1. Miscellaneous Employees - 2.5% @ 55 retirement formula (Government Code §21354.4); Public Safety Employees - 3% @ 50 retirement formula (Government Code §21362.2).
2. Single highest year final compensation (Government Code §20042).
3. Post Retirement Survivor Continuance.
4. Credit for Unused Sick Leave (Government Code §20965).
5. 1959 Survivors Benefit for which each Employee contributes \$0.93 per pay period.
6. Third level 1959 Survivors Benefit allowance (Government Code §21573).
7. Military service credit as public service option (Government Code §21024). The Employee is responsible for paying for this benefit.
8. As permitted by CalPERS, Employees may elect to purchase service credit by remitting payment to CalPERS via payroll deductions. If the Employee elects this option, the City will allow Employees to elect those payments as pre-tax payroll deductions for service purchases.
9. Special compensation items shall be reported to CalPERS in accordance with applicable law.
10. Employees shall make contributions to offset a portion of the City's costs related to CalPERS retirement benefits. The Employee cost-sharing will be accomplished through pre-tax deductions in the manner contemplated by Government Code §20516(f). It is recognized that the IRS has yet to take a position on the pre-tax status of deductions made under §20516(f) and in the event that, subsequent to the effective date of this provision, the IRS determines that such deductions do not qualify for pre-tax status, Employees will be notified and the provisions set forth herein will be reviewed by the City Manager and City Council. The cost sharing arrangement will be implemented as follows:
 - a. Miscellaneous Employees: Employees will pay 7% of PERSable compensation to CalPERS retirement via payroll deduction toward the City's Employer Contribution to CalPERS and said amount will be allocated to the employer's account.
 - b. Public Safety Employees: Employees will continue to pay 9% of PERSable compensation for CalPERS retirement via payroll deduction toward the City's Employer Contribution to CalPERS and said amount will be allocated to the employer's account. Employees will also continue

to contribute an additional 3% cost for CalPERS retirement, for a total of 12%.

11. In addition to the foregoing cost sharing payments, Miscellaneous Employees shall continue to pay 1% of the member contribution to CalPERS.
12. The City shall continue to pay the cost of the Employees' member contribution (EPMC) to CalPERS in the amount of 7% for Miscellaneous Employees and 9% for Public Safety Employees and shall continue to report that as additional compensation pursuant to §20636(c)(4) of the Government Code. Further, said amount will be allocated to the Employee's retirement account.
13. Pre-Retirement Option 2W Death Benefit (Government Code §21548): Pursuant to §20516(f) (Employee Sharing Cost of Additional Benefits), Employees will split the cost of this benefit with the City through pre-tax deductions in the manner contemplated by §20516(f) of the Government Code. It is recognized that the IRS has yet to take a position on the pre-tax status of deductions made under §20516(f) and in the event that, subsequent to the effective date of this provision, the IRS determines that such deductions do not qualify for pre-tax status, Employees will be notified and this provision shall be reviewed by the City Manager and City Council. Employees shall pay for one-half of the cost of this optional benefit, which was determined to be a total of 0.276% for Miscellaneous and 0.220% for Public Safety Employees. The cost-sharing arrangement will be implemented as follows:
 - a. Miscellaneous Employees: Employees will pay 0.138% of PERSable compensation to CalPERS retirement via payroll deduction; and the City will pay 0.138% of PERSable compensation to CalPERS retirement.
 - b. Public Safety Employees: Employees will pay 0.110% of PERSable compensation to CalPERS retirement via payroll deduction; and the City will pay 0.110% of PERSable compensation to CalPERS retirement.

B. EMPLOYEES HIRED ON OR AFTER OCTOBER 9, 2011, OTHER THAN NEW CALPERS MEMBERS HIRED AFTER JANUARY 1, 2013

The City contracts with the State of California Public Employees Retirement System (CalPERS) for the classifications contained in this Resolution. The plan shall include the following options:

1. Miscellaneous Employees - 2.0% @ 60 retirement formula (Government Code §21363.1); Public Safety Employees - 3% @ 55 retirement formula (Government Code §21363.1).
2. 3-year average final compensation period (Government Code §20037).

3. Post Retirement Survivor Continuance.
4. Credit for Unused Sick Leave (Government Code §20965).
5. 1959 Survivors Benefit for which each Employee contributes \$0.93 per pay period.
6. Third level 1959 Survivors Benefit allowance (Government Code §21573).
7. Military service credit as public service option (Government Code §21024). The Employee is responsible for paying for this benefit.
8. As permitted by CalPERS, Employees may elect to purchase service credit by remitting payment to CalPERS via payroll deductions. If the Employee elects this option, the City will allow Employees to elect those payments as pre-tax payroll deductions for service purchases.
9. Special compensation items shall be reported to CalPERS in accordance with applicable law.
10. Miscellaneous Employees will pay the full 7% member contribution to CalPERS via payroll deduction.
11. Public Safety Employees will continue to pay 9% of PERSable compensation for CalPERS retirement via payroll deduction toward the City's Employer Contribution to CalPERS and said amount will be allocated to the employer's account. Employees will also continue to contribute an additional 3% cost for CalPERS retirement, for a total of 12%.
12. The Pre-Retirement Option 2W Death Benefit (Government Code §21548). Pursuant to §20516(f) (Employee Sharing Cost of Additional Benefits), Employees shall split the cost of this benefit with the City through pre-tax deductions in the manner contemplated by §20516(f) of the Government Code. It is recognized that the IRS has yet to take a position on the pre-tax status of deductions made under §20516(f) and in the event that, subsequent to the effective date of this provision, the IRS determines that such deductions do not qualify for pre-tax status, the Employees will be notified and this provision shall be reviewed by the City Manager and City Council. Employees shall pay for one-half of the cost of this optional benefit which was determined to be a total of 0.276% for Miscellaneous and 0.220% for Public Safety. The cost-sharing arrangement will be implemented as follows:
 - a. Miscellaneous Employees: Employees will pay 0.138% of PERSable compensation to CalPERS retirement via payroll deduction; and the City will pay 0.138% of PERSable compensation to CalPERS retirement.

- b. Public Safety Employees: Employees will pay 0.110% of PERSable compensation to CalPERS retirement via payroll deduction; and the City will pay 0.110% of PERSable compensation to CalPERS retirement.

C. NEW CALPERS MEMBERS HIRED ON OR AFTER JANUARY 1, 2013

The City contracts with the State of California Public Employees Retirement System (CalPERS) for the classifications contained in this Resolution. The plan shall include the following options:

1. Miscellaneous Employees - 2.0% @ 62 retirement formula (Government Code §7522.20); Public Safety Employees – 2.7% at age 57 retirement formula (Government Code §7522.25(d)).
2. 3-year average final compensation period (Government Code §20037).
3. Post Retirement Survivor Continuance.
4. Credit for Unused Sick Leave (Government Code §20965).
5. 1959 Survivors Benefit for which each Employee contributes \$0.93 per pay period.
6. Third level 1959 Survivors Benefit allowance (Government Code §21573).
7. Military service credit as public service option (Government Code §21024). The Employee is responsible for paying for this benefit.
8. As permitted by CalPERS, Employees may elect to purchase service credit by remitting payment to CalPERS via payroll deductions. If the Employee elects this option, the City will allow Employees to elect those payments as pre-tax payroll deductions for service purchases.
9. Special compensation items shall be reported to CalPERS in accordance with applicable law.
10. Miscellaneous Employees will pay 50% of the normal cost, as determined by CalPERS, for member contributions to CalPERS on a pre-tax basis via payroll deduction (Government Code §7522.30).
11. Public Safety Employees will pay 50% of the normal cost, as determined by CalPERS, for member contributions to CalPERS on a pre-tax basis via payroll deduction (Government Code §7522.30).
12. The Pre-Retirement Option 2W Death Benefit (Government Code §21548). Pursuant to §20516(f) (Employee Sharing Cost of Additional Benefits),

Employees shall split the cost of this benefit with the City through pre-tax deductions in the manner contemplated by §20516(f) of the Government Code. It is recognized that the IRS has yet to take a position on the pre-tax status of deductions made under §20516(f) and in the event that, subsequent to the effective date of this provision, the IRS determines that such deductions do not qualify for pre-tax status, Employees will be notified and this provision shall be reviewed by the City Manager and City Council. Employees shall pay for one-half of the cost of this optional benefit which was determined to be a total of 0.276% for Miscellaneous and 0.220% for Public Safety. The cost-sharing arrangement will be implemented as follows:

- a. Miscellaneous Employees: Employees will pay 0.138% of PERSable compensation to CalPERS retirement via payroll deduction; and the City will pay 0.138% of PERSable compensation to CalPERS retirement.
- b. Public Safety Employees: Employees will pay 0.110% of PERSable compensation to CalPERS retirement via payroll deduction; and the City will pay 0.110% of PERSable compensation to CalPERS retirement.

D. DEFERRED COMPENSATION

City Council, Executive, and Management Employees shall have access to the City's established 457 Deferred Compensation Program and the IRC 401(a) defined contribution plan. All administration costs associated with the 401(a) plan shall be paid by the City.

Effective the first pay period following Council adoption of this Resolution, the City will match each Executive and Management employee's contribution to the employee's 457 Deferred Compensation Account up to \$300 per month. It is understood that contributions are made on a per pay period basis, 24 times per year.

SECTION 8. SPECIAL ASSIGNMENT PAY

Employees in the classifications of Police Captain and Police Lieutenant assigned to outside reimbursable special details (as approved by the City Manager), including but not limited to race-track traffic control duties, shall be compensated at 6 hours of straight time at the rate of a top step Police Sergeant with an Advanced Post Certificate and Special Assignment Pay (currently 5%).

SECTION 9. LONGEVITY PAY

Effective the beginning of the pay period containing July 1, 2024, a Longevity Pay benefit will be provided to Executive, Management, and Confidential Employees based on the following formula:

Completed Years of Continuous Service	Amount Per Pay Period (Executive and Management)	Amount Per Pay Period (Confidential Employees)
5-9 Years:	\$50.00	\$50.00
10-14 Years:	\$138.46	\$76.00
15-19 Years:	\$276.92	\$100.00
20+ Years:	\$369.23	\$230.77

The Longevity Pay benefit is effective the pay period an Employee reaches 5, 10, 15 or 20 years of continuous employment with the City.

SECTION 10. ACTING PAY

A Management or Confidential Employee who is required, in writing, to work more than 5 working days in a higher classification, which is vacant due to sick leave, family medical leave, injury leave, vacation leave, termination, retirement, or for any other reason as approved by the City Manager, shall receive the following acting pay retroactive to the first day of the assignment:

1. 5% above their current rate of pay or A step of the higher classification, whichever is higher; or any step within the classification as approved by the City Manager; or
2. Should such percentage exceed the top step of the range for the higher classification, the Employee shall receive compensation at the top step of the higher classification.
3. Nothing contained herein shall apply to an Employee who is being trained by the City to qualify for a higher classification or who temporarily assumes some of the duties of a higher position.

If an acting assignment exceeds or is expected to exceed 30 calendar days, the acting Employee will receive the fringe benefits of said position for the duration of the assignment as applicable and as determined by the City Manager.

SECTION 11. TUITION ADVANCEMENT/REIMBURSEMENT

Employees shall be eligible for tuition advancement or reimbursement who have completed at least one probationary period in the Classified Service, or one year of continuous service if employment is "at-will," subject to the conditions below.

To qualify for tuition advancement/reimbursement, a Tuition Advancement/Reimbursement Form must be submitted and pre-approved by the Employee's Department Director and Human Resources Director, before the course(s) begin.

Tuition advancement or reimbursement shall only be for the first degree in each education level that an employee seeks to obtain, and shall only be for "job-related" courses, specialized training, or degree programs that are directly related to the Employee's position as determined by the City Manager or designee. The City Manager or their designee may grant approval for tuition advancement or reimbursement if they determine that a second degree in any education level is both beneficial and job-related.

The Tuition Advancement/Reimbursement Program will operate on a fiscal year basis (July 1 through June 30) and shall be subject to the availability of funds as determined by the City. The maximum advancement or reimbursement amount shall be \$4,126 for undergraduate courses and \$5,062 for graduate courses per fiscal year. Eligible fees include tuition, on campus parking fees, and textbooks. All other fees are subject to approval by the City Manager. School supplies are not reimbursable.

All course work must be completed while employed by the City of Arcadia with a passing grade of "C" or equivalent when numerical score or pass/fail grade is given. If the Employee either does not receive a "C" or better or for any reason does not finish the class, the advance is due and payable.

Any Employee who voluntarily retires or terminates employment or is terminated for disciplinary cause within one year from the completion of a class or classes shall refund all tuition paid under this provision for those specific classes unless they were required to attend by the appointing power. An Employee who separates employment and who received tuition advancement and did not complete a class or classes within 1 year from the advancement, shall refund all tuition advanced and be subject to the provisions outlined in the Advanced Tuition Participation and Advancement Agreement. Employees who retire on a Disability or Industrial Disability Retirement or are laid off shall not be required to refund tuition fees under this provision.

The City reserves the right to investigate any school and approve or disapprove it for advancement or reimbursement if such action appears warranted. Courses must be taken at an accredited education institution, which is defined as any college or university which has been accredited by a recognized government or professional accrediting body (as determined by the City). Additionally, the City reserves the right to deny any course(s), specialized training, or degree programs determined by the City Manager to be non-job related.

SECTION 12. UNIFORMS

- A. Effective July 1, 2024, and at the beginning of each fiscal year, Employees in the classification of Police Chief, Police Captain, and Police Lieutenant shall receive \$1,000 for the purchase of safety equipment. \$647 shall be reported to CalPERS as special compensation for Uniform Allowance. This amount shall be prorated if hired or promoted after the start of the fiscal year.

- B. At the beginning of the fiscal year, employees in the classification of Fire Chief, Deputy Fire Chief, and Battalion Chief shall have a uniform allowance of \$655 reported annually to CalPERS as special compensation. This amount shall be prorated if hired or promoted after the start of the fiscal year.
- C. For the duration of the Resolution, uniforms shall be provided to those employee Management Employees currently receiving uniforms under the same conditions specified in their respective Department Policies. The City shall continue to report an amount up to \$170.56 per year to CalPERS as special compensation for Uniform Allowance to the extent permitted by law.

“New Members” as defined under the Public Employees’ Pension Reform Act of 2013 will not have the value of the uniforms reported as special compensation.

SECTION 13. AUTO ALLOWANCE

Subject to the City Manager’s sole discretion, Executive Management Employees may receive either a City provided vehicle or an auto allowance of up to \$350 per month, depending on duties and requirements of the position. Any benefits provided under this section are considered taxable per IRS Code. See IRS Publication 463, Travel, Entertainment, Gift, and Car Expenses for more information concerning taxation of this benefit.

SECTION 14. MILEAGE REIMBURSEMENT

Mileage is reimbursed for travel in connection with City business and shall be paid in accordance with the prevailing IRS rate. Prior approval must be obtained from the immediate supervisor or Department Director. If travel is required frequently during a month, reimbursement shall be made once per month. Completed mileage forms shall be submitted to the Department Director consistent with the applicable administrative policy. Except as expressly authorized by the City Manager, Employees receiving an Auto Allowance described in Section 13 will not qualify for mileage reimbursements described herein.

SECTION 15. BENEFIT ALLOWANCE FOR HEALTH, DENTAL, AND VISION

A. CONTRIBUTION FOR EMPLOYEES HIRED BEFORE OCTOBER 1, 2024

The City provides City Council, Executive, Management and Confidential Employees, as well as Law Enforcement Recruits and Firefighter Recruits the Section 125 Cafeteria Plan contributions as follows:

1. CalPERS Health Program: The City will contribute the minimum employer contribution required pursuant to Government Code §22892(b) of the Public Employees’ Medical and Hospital Care Act (“**PEMHCA Minimum**”) per month

per Employee for health insurance. The PEMHCA minimum is included within the City's contribution.

2. Dental Insurance: Mandatory enrollment: The City will contribute the Employee only cost for Delta Care USA insurance per month ("Dental Contribution") toward one of two dental plans. Additional coverage may be purchased through the Optional Benefits allocation. The Dental Contribution is included in the monthly benefit allowance.
3. Vision Insurance: The City shall provide each Employee with a vision plan, with the City paying the premium. The vision plan will be Vision Service Plan, Option B. The City will pay the premium up to the cost of the family plan.
4. Optional Benefits: For employees hired before October 1, 2024, subject to the PEMHCA minimum and mandatory dental insurance enrollment premium as specified in above paragraphs 1 and 2, the City shall contribute the remaining amount of Employee's benefit allowance through a contribution to an Internal Revenue Code §125 Cafeteria Plan as follows, effective July 1, 2024:

Health/Dental/Vision Benefit Allowance (per month)

	Employee Only	Employee +1	Family
City Council & Miscellaneous Executive Management	\$1,504.00	\$1,550.00	\$2,150.00
Public Safety Executive Management	\$1,548.50	\$1,550.00	\$2,150.00
Public Safety Management	\$1,445.50	\$1,550.00	\$2,150.00
Miscellaneous Management	\$1,402.00	\$1,550.00	\$2,150.00
Unrepresented Confidential Employees	\$1,072.00	\$1,400.00	\$1,800.00
Law Enforcement Recruits & Firefighter Recruits	\$ 620.00	\$700.00	\$900.00

- a. If the premium cost of the health plan exceeds the City contribution, the Employee shall pay through payroll deduction the difference between the monthly premium and the amount contributed by the City.
- b. The Employee's exercise of the option to use the difference toward dependent health coverage or the deferred compensation plan is subject to the conditions controlling enrollment periods and eligibility established by the respective plans or carriers.

- c. Dependent enrollment will require proof of eligibility for dependent status including social security number, marriage, birth, and/or adoption certificates.

B. CONTRIBUTION FOR EMPLOYEES HIRED ON OR AFTER OCTOBER 1, 2024

The City provides City Council, Executive, Management and Confidential Employees, as well as Law Enforcement Recruits and Firefighter Recruits the Section 125 Cafeteria Plan contributions as follows:

1. CalPERS Health Program: The City will contribute the minimum employer contribution required pursuant to Government Code §22892(b) of the Public Employees' Medical and Hospital Care Act ("**PEMHCA Minimum**") per month per Employee for health insurance. The PEMHCA minimum is included within the City's contribution.
2. Dental Insurance: Mandatory enrollment: The City will contribute the Employee only cost for Delta Care USA insurance per month ("Dental Contribution") toward one of two dental plans. Additional coverage may be purchased through the Optional Benefits allocation. The Dental Contribution is included in the monthly benefit allowance.
3. The City shall provide each Employee with a vision plan, with the City paying the premium. The vision plan will be Vision Service Plan, Option B. The City will pay the premium up to the cost of the family plan.
4. Optional Benefits: For employees hired on or after October 1, 2024, subject to the PEMHCA minimum and mandatory dental insurance enrollment premium as specified in above paragraphs 1 and 2, the City shall contribute the remaining amount of Employee's benefit allowance through a contribution to an Internal Revenue Code §125 Cafeteria Plan as follows, effective October 1, 2024:

Health/Dental/Vision Benefit Allowance (per month)

	Employee Only	Employee +1	Family
City Council, Miscellaneous & Safety Executives, Miscellaneous and Safety Management	\$ 866	\$ 1,550	\$2,150
Unrepresented Confidential Employees	\$866	\$1,400	\$1,800
Law Enforcement Recruits & Firefighter Recruits	\$ 620	\$ 700	\$ 900

- a. If the premium cost of the health plan exceeds the City contribution, the Employee shall pay through payroll deduction the difference between the monthly premium and the amount contributed by the City.
- b. Dependent enrollment will require proof of eligibility for dependent status including social security number, marriage, birth, and adoption certificates.

C. CASH IN LIEU OF COVERAGE OR CASH FOR EXCESS CONTRIBUTIONS

1. **Excess Contributions for Employees Hired Before July 1, 2021.** If the City's contribution, up the maximum amount shown below, exceeds the cost of the employee's elected coverage (e.g. Employee Only, Employee +1, Family), the difference shall be contributed as taxable income.

City Council & Miscellaneous Executive Management	\$1,504.00
Public Safety Executive Management	\$1,548.50
Public Safety Management	\$1,445.50
Miscellaneous Management	\$1,402.00
Unrepresented Confidential Employees	\$1,072.00
Law Enforcement Recruits	\$ 620.00

- a. Those employees hired before July 1, 2021, who receive cash as taxable income will have the amount capped to the amount they were receiving as of July 1, 2021, and then reduced to an amount that will allow the City-wide Total Medical Plan Payment to be less than 20%. The amount of the reduction will not be greater than 19.51% of the amount received as of July 1, 2021. This amount will result in the employee's new capped cash-in-lieu.
- b. Those employees hired before July 1, 2021, who qualify to receive cash as taxable income and who subsequently reduce their cash-in-lieu amount through a qualifying change, shall be subject to the new cash-in-lieu cap based on their elected reduced amount, and will forfeit their previous cash-in-lieu cap.
- c. Employees hired before July 1, 2021, who did not take cash-in-lieu as of July 1, 2021, for any unused portion of the City's contribution toward benefits shall no longer be eligible for cash-in-lieu.

2. **Cash In Lieu of City Coverage for Employees Hired Before July 1, 2021.** Employees are required to carry one of the City's designated medical plans unless they opt out. Employees hired before July 1, 2021 may receive cash-in-lieu for opting out of the City's designated medical plans, up to the maximum amounts listed in Section 15.C.1. above, during the annual open enrollment period by signing a written waiver each year, that attests that the employee and each member of the employee's Tax Family (i.e. all individuals for whom the employee expects to claim a personal exemption deduction for the upcoming tax year) each has alternative minimum essential coverage (other than coverage in the individual market and other than individual coverage through Covered California) for the upcoming tax year. If Employees provide the executed written waiver and documentation confirming that they are enrolled in an alternative group health plan that satisfies the above at open enrollment or within 30 days after the start of the plan year, they will be entitled to the maximum allotted cash referenced in Section 15.C.1. above, and subject to the limitations enumerated in Section 15.C.1.a-c to be taken as taxable income.

SECTION 16. LIFE INSURANCE

- A. Effective as soon as practical with the insurance carrier, the City shall provide the City Council with Group Term Life and Accidental Death and Dismemberment (AD&D) insurance in the amount of \$75,000.
- B. Effective as soon as practical with the insurance carrier, Executive and Management Employees shall be provided Group Term Life and AD&D insurance equal to their annual salary rounded to the nearest (next highest) one thousand dollars, plus an additional \$75,000 Term Life and AD&D policy.
- C. Effective as soon as practical with the insurance carrier, the City shall provide Confidential and Unrepresented Employees with Group Term Life and AD&D insurance in the amount of \$75,000.
- D. An optional Employee-paid Group Term Life insurance policy shall be offered to all full-time Executive, Management, Confidential, and Unrepresented Employees.

SECTION 17. LONG TERM DISABILITY INSURANCE

- A. The City shall provide Executive, Management, and Confidential Employees with Group Long Term Disability (LTD) Insurance.
- B. An optional Employee-paid Group LTD "buy-up benefit" shall also be offered to Executive, Management, and Confidential Employees.
- C. Executive and Management Employees will receive 0.5% of their annual salary that may be used to buy additional LTD insurance from the City's provider to

achieve up to \$10,000 per month maximum benefits coverage. If the Employee does not desire additional LTD insurance or there is a portion of the 0.5% remaining, the Employee may take this amount as additional compensation.

SECTION 18. RETIREE HEALTH INSURANCE

A. EMPLOYEES HIRED BEFORE JULY 1, 2011

Program Description for Employees Retiring On or After January 1, 2012

For Employees hired before July 1, 2011, and retiring from the City on or after January 1, 2012, the City will provide a Premium Payment for the purpose of purchasing health coverage offered through CalPERS for the Tier II Retiree and their spouse in an amount not to exceed the monthly premium applicable to the coverage level for the retiree (i.e., One-Party or Two-Party) as shown in the chart below.

	Non-Public Safety Classifications	Public Safety Executive and Management
One-Party (Retiree Only)	\$ 505.63*	\$ 605.63*
Two-Party (Retiree + Spouse)	\$ 1,011.26*	\$ 1,111.26*

** These amounts include the PEMHCA Minimum. The PEMHCA Minimum is paid directly to CalPERS, not to the eligible retiree.*

Program Description for Employees Retiring On or After January 1, 2025

For Employees hired before July 1, 2011, and retiring from the City on or after January 1, 2025, the City will provide a Premium Payment for the purpose of purchasing health coverage offered through CalPERS for the Retiree and their spouse in an amount not to exceed the monthly premium applicable to the coverage level for the retiree (i.e., One-Party or Two-Party) as shown below. The amounts shown below include the PEMHCA Minimum. The PEMHCA Minimum is paid directly to CalPERS, not to the eligible retiree.

- One-Party (Retiree Only): \$866
- Two-Party (Retiree + Spouse): \$1,550

Premium Payment

The total applicable Premium Payment shall be payable in the following form: (1) Public Employees' Medical and Hospital Care Act ("PEMHCA") Minimum contribution payable directly to CalPERS, and (2) a reimbursement to the Retiree equal to the difference between the cost of the plan in which the Retiree enrolls, subject to the caps above based on retirement date, and the PEMHCA Minimum contribution ("**Reimbursement**"). If a retiree enrolls in a more expensive plan, they will be responsible for payment of any premium in excess of the capped amount.

As specified below, the Reimbursement shall cease for the Retiree upon eligibility for Medicare coverage, and the Reimbursement shall cease for the spouse upon eligibility for Medicare coverage, or after 15 years, whichever occurs first.

Eligibility Requirements

Retirees must be “eligible retirees” in order to receive the benefits described in this subsection. Eligible retirees must meet the following requirements:

1. **Executive Management Employees** who retire from the City on a service, disability, or industrial disability retirement must have a minimum of 15 years of public service, of which at least 5 continuous years of service are with the City of Arcadia.
2. **Management and Confidential Employees** who retire on a service, disability, or industrial disability retirement must have a minimum of 1,000 hours of accumulated sick leave at the date of retirement, except for 56-Hour Fire Safety Management Employees, who shall have a minimum of 1,500 hours.

A Management or Confidential Employee who has fewer than the required accumulated sick leave at the date of retirement may become eligible for the retiree health benefit by paying the City an amount equal to the Employee’s daily pay rate at the time of retirement times the number of hours needed to meet the 1,000 or 1,500 hours of accumulated sick leave requirement with the following restrictions:

- a. The Employee must have reached age 55 (50 for Fire Safety Management). This requirement is not applicable if the Employee is retiring due to disability or industrial disability retirement; and
 - b. The Employee must have worked full-time continuously for the City of Arcadia for a minimum of 15 years; and
 - c. The Employee would be limited to purchasing a maximum of 350 hours of sick leave (525 hours for 56-Hour Fire Safety Management) provided, however, upon verification of information from a qualified medical provider that an Employee has substantially depleted the Employee’s sick leave accrual due to an absence or absences caused by a serious illness or injury suffered by the Employee or a family dependent living in the Employee’s household, this purchase limitation of 350 hours will be excused.
3. **All retirees**, and if applicable, the retiree’s spouse, must be enrolled in CalPERS retiree medical and maintain eligibility to continue in the CalPERS

Health Program as stipulated by CalPERS in order to receive the City's Premium Payment. However, in the event a retiree or spouse is eligible for CalPERS retiree medical, but is unable to secure such coverage because there are no CalPERS plans available in their place of residence, the retiree may receive the City's Reimbursement, provided the retiree submits sufficient proof to the City that they have obtained alternative coverage and have made the necessary premium payments. The retiree shall also notify the City immediately if such alternative coverage is cancelled or otherwise ceases. The retiree shall solely be responsible for obtaining and maintaining such alternative coverage.

4. **Termination of Eligibility:** An eligible retiree shall cease to be eligible for the City's Reimbursement upon becoming eligible for Medicare coverage. The retiree's spouse shall become ineligible for the City's Reimbursement upon becoming eligible for Medicare coverage or after 15 years, whichever occurs first. Accordingly, the City's Reimbursement will cease upon becoming ineligible.

B. EMPLOYEES HIRED ON OR AFTER JULY 1, 2011

For Employees hired on or after July 1, 2011, that retire from the City and who remain enrolled in a CalPERS health plan after retirement, the City will pay no more than the PEMHCA Minimum contribution, payable directly to CalPERS, and shall not be reimbursed or otherwise receive payment from the City for health insurance premiums in excess of the PEMHCA Minimum contribution.

SECTION 19. PHYSICAL EXAMINATIONS – MANAGEMENT

Miscellaneous Executive and Management Employees have the option to receive a biannual comprehensive physical medical examination at no cost to the Employee. Public Safety Executive Management and Management Employees have the option to receive the physical annually, at no cost to the Employee. The City shall establish the terms and conditions of the physical examination.

SECTION 20. LEAVES OF ABSENCE

A. Miscellaneous Leaves of Absence

Upon the written request of an Employee stating the reasons therefore, the appointing power with the approval of the City Manager shall have power to grant leaves of absence with or without pay, subject to the following restrictions:

1. Length. Leave of absence with or without pay may be granted for a period not to exceed 1 year with the exception that military leaves may be granted for the duration of a war or national emergency or as required by the Military and Veteran's Code.

2. Reason. A leave of absence may be granted, provided the Employee meets all other requirements set forth in this rule, who desires to attend school or college or to enter training to improve the quality of their service, who enters military service of the United States, who is temporarily incapacitated by illness, or who presents some other reasons equally satisfactory.
3. Right to Return. The granting of a leave of absence without pay confers upon the Employee the right to return to their classification before or at the expiration of their leave of absence. Therefore, a leave of absence shall be granted only to an Employee who intends to return to their classification with the City. An Employee who fails to report for work at the end of an approved leave will be deemed to have voluntarily resigned.
4. Service Record. A request for leave of absence will not be considered unless the Employee presenting the request has a satisfactory service record.
5. An Employee granted a leave of absence may be required by the appointing power or the City Manager to obtain and present a fitness for duty certification from a health care provider that the Employee is able to resume work. Failure to provide such certification will result in denial of restoration.
6. The granting of a leave of absence of 30 days or less, with or without pay, shall not constitute an interruption of service within the meaning of this subsection. The granting of a leave of absence with or without pay of more than 30 days shall constitute an interruption of service unless, in the action granting such leave of absence, it is provided that such leave of absence shall not constitute an interruption of service.
7. The City shall continue to provide health, dental, life, and disability insurance for an Employee granted a leave of absence for up to 30 calendar days. It shall be the responsibility of the Employee who wishes to continue any insurance coverage beyond the 30 calendar days to notify Human Resources of their intent to continue coverage and remit the full monthly premium for any coverage to the Administrative Services Department. However, if an Employee has accrued leaves and uses a minimum of 40 hours of leave per pay period, the City will continue normal health insurance contributions. The aforementioned leaves must be permissible with the specific use requirements of such leave.

B. Family Care and Medical Leaves

Upon the written request of an Employee, the City shall grant any and all Family Care and Medical Leaves as required by law.

SECTION 21. VACATION ACCRUAL RATE

- A. Miscellaneous and Safety Executive Management Employees, with the exception of temporary appointments, shall accumulate vacation for continuous years of fulltime service with the City of Arcadia, beginning with the first full pay period of employment, as shown below.

Continuous Years of Service	Hours Per Pay Period
Through completion of the 4 th year:	4.616
Beginning of the 5 th year through completion of the 9 th year:	5.231
Beginning of the 10 th year through completion of the 14 th year:	6.770
Beginning of the 15 th year and beyond:	7.692

Additionally, Miscellaneous and Safety Executive Management Employees shall accumulate vacation at the rate of 7.692 hours per pay period after they have served 20 years in paid public service with all public agencies including at the City of Arcadia and any other public service organization where they were employed, subject to the written approval of the City Manager.

- B. Miscellaneous Management and Confidential Employees, with the exception of temporary appointments, shall accumulate vacation for continuous years of fulltime service with the City of Arcadia, beginning with the first full pay period of employment, as shown below.

Continuous Years of Service	Hours Per Pay Period
Through completion of the 4 th year:	3.077
Beginning of the 5 th year through completion of the 9 th year:	4.616
Beginning of the 10 th year through completion of the 14 th year:	5.231
Beginning of the 15 th year and beyond:	6.154

- C. Battalion Chiefs in the Fire Department on a 24-hour shift shall accumulate vacation for continuous years of fulltime service with the City of Arcadia, beginning with the first full pay period of employment, as shown below.

Continuous Years of Service	Hours Per Pay Period
Through completion of the 9 th year:	6.924
Beginning of the 10 th year through completion of the 14 th year:	10.154
Beginning of the 15 th year and beyond:	11.076

- D. Law Enforcement Recruits and Firefighter Recruits shall not accrue vacation leave.
- E. The City Manager may approve a higher vacation accrual rate based on total public agency work experience for new hires covered by this resolution.

SECTION 22. VACATION LEAVE

- A. **Accrual Cap:** Effective the beginning of the pay period following Council adoption of this Resolution, the Employee's vacation accrual shall be allowed to accumulate as shown below. Once an Employee has accumulated the maximum amount, no more vacation will be accrued by the Employee until the Employee's accrual has been reduced below the maximum amount.

Employee Class	Accrual Cap (Maximum)
Executive Management Employees, and the classifications of Police Captain, Police Lieutenant, and Deputy Fire Chief	400 hours
All Other Management Employees and Confidential Employees	0-4 years of service: 240 hours 5-9 years of service: 240 hours 10-14 years of service: 300 hours 15+ years of service: 400 hours

When through work circumstances and needs of the job, an Employee has been unable to utilize vacation time and this has not been a pattern or practice for that Employee, the City Manager for good cause may approve excess accumulated vacation carried forward into the next fiscal/calendar year.

- B. **Sell Back:** Effective for the calendar year 2025 and every year thereafter, by December 31 (beginning in 2024) of each year, employees who wish to sell back vacation time must make an irrevocable election to cash out up to the total vacation hours that will be earned in the following calendar year, as shown below.

Employee Class	Sell Back Hours Per Calendar Year
Miscellaneous and Safety Executive Management Employees	<u>Up to:</u> 1-4 Yrs: 120 5-9 Yrs: 136 10-14 Yrs: 176 15+ Yrs: 200
Miscellaneous Management Employees and Confidential Employees	<u>Up to:</u> 0-4 Yrs: 80 5-9 Yrs: 120 10-14 Yrs: 136

	15+ Yrs: 160
Police Safety Management Employees, Deputy Fire Chief, and Fire Battalion Chief (40-Hour Workweek)	<u>Up to:</u> 0-9 Yrs: 120 10-14 Yrs: 176 15+ Yrs: 200
Fire Battalion Chief (56-hour workweek)	<u>Up to:</u> 0-9 Yrs: 180 10-14 Yrs: 264 15+ Yrs: 288

SECTION 23. SICK LEAVE FOR EXECUTIVE, MANAGEMENT, AND CONFIDENTIAL EMPLOYEES

- A. Executive, Management, and Confidential Employees, with the exception of temporary appointments, assigned to a 40-hour workweek, shall accrue sick leave beginning with the first full pay period of employment on the basis of 3.693 hours for each pay period of service completed with the City or 1 hour for every 30 hours worked, whichever is greater. The maximum accrual per year is 96 hours. Management Employees assigned to a 56-hour workweek, with the exception of temporary appointments, shall accrue sick leave beginning with the first full pay period of employment on the basis of 5.54 hours for each pay period of service completed with the City or 1 hour for every 30 hours worked, whichever is greater. The maximum accrual per year is 144 hours.
- B. Paid sick leave will carry over each year of employment. Executive and Management Employees shall be allowed unlimited accumulation of sick leave. Confidential Employees may accumulate up to a maximum of 1,500 hours.
- C. Except as provided hereinafter, sick leave means authorized absence from duty of an employee who is temporarily disabled and unable to work due to one of the following:
 1. Diagnosis, care, or treatment of an existing health condition of, or preventative care for, an employee
 2. Diagnosis, care, or treatment of an existing health condition of, or preventative care for, an employee's family member, which includes parent (biological, adoptive, foster parent, step parent, legal guardian, or a person who stood loco parentis when employee was a child), child (biological, adoptive, foster child, step child, legal ward, or a child to whom the employee stands loco parentis regardless of age or dependency status), spouse, registered domestic partner, parent-in-law, sibling, grandchild, or grandparent
 3. For an employee who is a victim of domestic violence, sexual assault, or stalking for the purposes described in Labor Code sections 230(c) and 230.1 (a); and/or,

4. An employee may designate one additional person per 12-month period at the time the employee requests sick leave.

An employee will make a reasonable effort to schedule medical appointments during non-working hours.

- D. If paid sick leave is taken for the diagnosis, care, or treatment of an existing health condition of, or preventive care of an employee or an employee's family member, the City Manager or designee may require an employee to provide medical certification or evidence of the reason for a sick leave absence that occurs after the employee has used the first 40 hours or five (5) days, whichever is greater depending on the employee's regular scheduled workday, of paid sick leave in a year of employment. The City Manager or designee may require a medical examination by a physician after the employee has used the first 40 hours or 5 days, whichever is greater depending on the employee's regular scheduled workday, of paid sick leave in a year of employment if the medical examination is job related and consistent with business necessity.

For leave pertaining to an employee who is a victim of domestic violence, sexual assault, or stalking, the City Manager or designee may request certification for unscheduled absences beginning on the first day of paid sick leave.

- E. Kin Care Leave: In addition to the prescribed purposes of paid sick leave in Section c. an employee may use up to one-half of their annual accrual of sick leave to care for and attend to a family member who is ill. Every effort shall be made to schedule medical appointments for an ill family member during non-working hours. Family members for purposes of Kin Care leave shall include parent (biological, adoptive, foster parent, step parent, or legal guardian), child (biological, adoptive, foster child, step child, legal ward, a child of a registered domestic partner, or a child to whom the employee stands loco parentis regardless of age or dependency), spouse, or registered domestic partner, and an employee may designate one additional person per 12-month period at the time the employee requests sick leave.
- F. In case of absence due to illness, if the paid sick leave is foreseeable, the Employee shall notify their Department Director within reasonable advance notice. If the paid sick leave is unforeseeable, the employee shall provide notice of the need for the leave as soon as possible. The minimum increment of use of paid sick leave shall be 30 minutes.
- G. The appointing power and City Manager may discipline an employee if sick leave is used for an inappropriate purpose.
- H. If an employee separates from employment with the City and is rehired within one year from separation, up to 80 hours or 10 days, whichever is greater depending

on the employee's regular scheduled workday, of accrued and unused sick leave will be reinstated.

- I. Upon separation from the City of Arcadia, an employee who works in their final pay period, shall receive credit for that pay period's sick leave accrual based on the following:

Management Employees assigned to a 40-hour workweek

0 to 29 hours:	No accrual
30 to 59 hours:	1 hour
60 to 80 hours:	3.693 hours

Management Employees assigned to a 56-hour workweek

0 to 24 hours:	No accrual
25 to 55 hours:	2 hours
56 and above:	5.54 hours

Unused Sick Leave:

Unused sick leave is not cashed out upon termination, resignation, retirement, or other separation from employment. Unused sick leave may be converted to retirement service credits, as may be permitted under applicable retirement system laws and regulations.

Employees hired before July 1, 2024, who retire with the City of Arcadia may convert any unused sick leave up to the maximum sick leave accumulation specified in Section 23.B. above.

Employees hired on or after July 1, 2024, who retire with the City of Arcadia may convert any unused sick leave up to 1,000 hours into retirement service credits.

- J. Upon appointment, the City Manager may grant Department Directors a bank of sick leave, not to exceed 96 hours. This bank will be pro-rated for newly appointed Department Directors using five years as the maximum employment period and using 20% for each full year of employment. For example, a newly appointed Department Director that has been employed by the City for two years would be eligible for 40% of the 96 hours (rounded up to the next whole number).

SECTION 24. BEREAVEMENT LEAVE

Death In Family. At the time of death, or where death appears imminent, in the immediate family, an Employee, with the exception of temporary appointments, may be granted a leave of absence with pay, upon approval of the appointing power and the City Manager.

Immediate family is defined as the spouse, the Employee or Employee's spouse's mother or stepmother, father or stepfather, brother or sister, child or stepchild, grandparents, grandchildren, domestic partner, or any relative of the Employee or Employee's spouse residing in the same household. Such leave, up to 4 working days at one time [or 6 working days if travel outside of the following Counties is required: Imperial, Kern, Los Angeles, Orange, Riverside, San Bernardino, San Diego, Santa Barbara, San Luis Obispo, and Ventura], shall not be charged against sick or other leave. If more than the maximum days of Bereavement Leave provided in this Section is granted at one time, that amount over the limit shall be charged against sick or other leave. For Employees assigned to 24 hours shifts, a "day" means 12 hours or 1/2 shift. In accordance with Assembly Bill 1949, employees will be entitled to take up to five (5) days of unpaid bereavement leave for spouse, child, parent, sibling, grandparent, grandchild, domestic partner, or parent-in-law. The 5 days is not an additional number. However, due to overlap with the existing Fringe Benefits Resolution's bereavement leave definition, employees may use a combination of leave balances and paid bereavement leave specified in this paragraph.

Reproductive Loss. In accordance with Senate Bill 848, employees who have worked for the City for at least 30 days and have suffered a reproductive loss event will be entitled to take up to five (5) days of unpaid protected leave. A reproductive loss event is defined as the day or, for a multi-day event, the final day of a failed adoption, failed surrogacy, miscarriage, stillbirth or an unsuccessful assisted reproduction. The 5 days must be taken within three months of the event. Employees may use a combination of leave balances and paid bereavement leave specified in the paragraph above.

SECTION 25. MANAGEMENT LEAVE

Executive and Management Employees shall be provided between 10 and 80 hours of Management Leave per fiscal year on a pro-rata basis as determined by the City Manager. This determination shall be based upon work circumstances, needs of the position, and frequency of required attendance at after-hour meetings and conferences. Such leave time is not accumulative. When through work circumstances and needs of the job, an Employee has been unable to utilize Management Leave and this has not been a pattern or practice for that Employee, the City Manager, for good cause, may approve excess accumulated Management Leave carried forward in the next fiscal year. Otherwise, any unused Management Leave hours shall automatically be cashed out to the Employee at the end of each Fiscal Year.

SECTION 26. WORKERS' COMPENSATION

In those instances where an Executive, Management, or Confidential Employee is injured on duty and the injury is so recognized by the Workers' Compensation Act, the City of Arcadia, or the Workers' Compensation Appeal Board, such Employee shall be paid a combination of Workers' Compensation benefits and salary which will result in payment to the Employee of a sum equal to gross base salary. This sum will be paid for such time as the Employee is absent from duty because of such injury up to a maximum of one year

for Executive and Management and 10 months for Confidential Employees from and after the date of such injury. Lost time due to an injury on duty shall not be charged against an Employee's accumulated sick leave.

SECTION 27. JURY LEAVE

When an Employee is called or required to serve as a juror, attendance shall be deemed a leave of absence with full pay for up to 10 days per year. All days in excess of 10 days will not be compensated. The Employee shall remit to the City all fees received except mileage. For Employees assigned to an alternate workweek, pay for jury duty shall not be provided on regularly scheduled days off. The Employee shall be entitled to keep the fee paid for scheduled days off. Employees on Jury Service shall provide documentation that verifies attendance. If, after reporting for Jury Service, it is determined that the Employee's services are not required and the Employee is dismissed for the day, then the Employee, time permitting, is required to return to the job. Employees who cannot verify Jury Service attendance and Employees who do not return to work shall be subject to disciplinary action.

SECTION 28. COURT WITNESS LEAVE

An Employee who is subpoenaed or required to appear in court as a witness shall be deemed to be on leave of absence. With approval of the appointing power and City Manager, an Employee may be granted leave with pay during their required absence. The Employee shall remit to the City fees received except mileage. A paid leave of absence shall not be granted for time spent in Court on personal cases.

SECTION 29. MILITARY LEAVE

Any employee who is a member of the reserve corps of the Armed Forces of the United States or of the National Guard or the Naval Militia is entitled to a temporary military leave of absence as provided by applicable Federal Law and California State Law.

SECTION 30. LEAVE DONATIONS – INJURY/ILLNESS/DISABILITY

- A. Upon verification of information from a medical authority that an Employee or an Employee's family dependent living within their household, or the Employee's minor child, has been stricken by a serious/catastrophic illness or injury, and upon verification that the Employee is in danger of having their accumulated paid leave time depleted, an Employee may request, and the appointing power and City Manager may determine that an Employee is eligible to receive donations of accumulated vacation/compensatory time.
- B. Upon determination that an Employee is eligible, a notice shall be distributed to all Employees advising that accumulated vacation leave or compensatory time hours may be donated to the eligible Employee.

- C. The minimum number of hours that may be donated by an Employee is 1 hour. The maximum donation by the Employee is 80 hours. Only full-hour increments of leave time are transferable. Donation of time is limited to accrued vacation or compensatory time, and does not include accrued sick leave, holidays, or any other accumulated leave.
- D. The Employee to whom the vacation/compensatory time is donated will be credited at the salary rate of the recipient, not the donor. Donated hours shall be converted to the dollar rate of the donor then transferred to hours at the recipient's rate.
- E. The donation of leave hours is irreversible. However, should the person receiving the donation not use all donated leave for the catastrophic illness/injury, the donor will not be charged for any unused hours.
- F. An Employee may not donate leave hours which would reduce their own total accrued leave balance of vacation, compensatory time, sick leave, and management leave to less than 160 hours.
- G. If any Employee is caring for a family dependent living within their household, or the Employee's minor child, their time away from work on donated leave shall not exceed 12 weeks in a 12 month period. A 12 month period is defined as a rolling period measured backward from the date leave is taken and continuous with each additional leave day taken.

SECTION 31. LEAVE DEDUCTIONS

Executive, Management, and Confidential Employees shall be deducted leave time (either sick, vacation, floating holiday, or management leave as appropriate) for absences from work for periods of less than a day (a full daily shift).

SECTION 32. HOLIDAYS

- A. Executive, Management, and Confidential Employees other than Fire Safety Management Employees shall be allowed 8 hours (unless otherwise stated) of full pay for the following holidays:

New Year's Day	January 1
Martin Luther King Jr. Day	The third Monday in January
President's Day	The third Monday in February
Memorial Day	The last Monday in May
Independence Day	July 4
Labor Day	The first Monday in September
Veteran's Day	November 11
Thanksgiving Day	The fourth Thursday in November
Day after Thanksgiving Day	The Friday following the fourth

Christmas Eve
Christmas Day
New Year's Eve
Floating Holiday
Floating Holiday

Thursday in November
December 24
December 25
December 31
In lieu of Admission Day
(not assigned to a specific
holiday)

Every day appointed by the City Council for a public fast, thanksgiving, or holiday.

- B. Whenever New Year's Day (January 1) Independence Day (July 4), Veteran's Day (November 11), Christmas Eve (December 24), Christmas Day (December 25), or New Year's Eve (December 31) falls on a Saturday or Sunday, the Friday preceding or the Monday following, respectively, shall be designated as the holiday.
- C. Floating holidays are to be scheduled by the Employee in the same manner as vacation leave and do not carry over into subsequent fiscal years. Failure to timely schedule the days off shall result in their loss.
- D. Full-time Employees in the Executive, Management, and Confidential unit employed on July 1 of the fiscal year shall conditionally accrue 8 hours of floating holiday for the aforementioned Holidays. If the Employee uses floating holiday leave and separates from City employment before the date upon which the floating holiday is designated (Admission Day), said floating holiday leave shall be repaid to the City through payroll deduction or deducted from the Employee's vacation leave bank. Employees hired after the beginning of the fiscal year shall accrue floating holidays only if the Employee is employed before the date on which the floating holiday is based (Admission Day). As an example, an Employee hired on July 15, would receive a floating holiday for Admission Day for that fiscal year. However, if that same Employee was hired on March 15, the Employee would not receive any floating holiday benefit for that fiscal year.
- E. A non-exempt Employee required to work or attend a class or function on any holiday allowed by this Section shall be paid for the holiday, and in addition, shall be compensated in accordance with the Fair Labor Standards Act (FLSA) applicable overtime rules in calculating regular rate of pay. The regular rate of pay calculation includes Longevity Pay. A holiday allowed by this Section occurring during any leave of absence shall be added to the number of working days' leave of absence to which such Employee is entitled.
- F. Executive Management, and Confidential Employees assigned to an alternate workweek may use accrued vacation time, accrued compensatory time, floating holiday time, or unpaid leave to make up the difference between the provided

hours of holiday pay and the actual number of regularly scheduled working hours for a designated holiday.

- G. Executive, Management, and Confidential Employees who are assigned to an alternate work schedule shall receive 1 extra hour of holiday for any holiday that falls on a scheduled workday of 9 hours or more. For example, if a holiday falls on a day that an Employee is scheduled to work 9 hours, the Employee shall receive 9 hours of holiday pay.
- H. Management Employees assigned to the Fire Department and working a 56-hour workweek shall be limited to allow the following 12 hour holidays:

New Year's Day	Labor Day
Martin Luther King Jr. Day	Admission Day
President's Day	Columbus Day
Cesar Chavez Day	Thanksgiving Day
Independence Day	The Day After Thanksgiving
Labor Day	Christmas

In lieu of time off, the position of Battalion Chief working a 56-hour workweek shall receive 144 hours of regular rate of pay.

- I. The positions of Police Captain and Police Lieutenant have the option of receiving up to 17 hours of floating holiday pay in cash in lieu of taking the time off.

SECTION 33. SEVERANCE PAY

- A. An Employee, with the exception of temporary appointments and Department Directors, whose position is abolished or vacated by a reduction in workload or lack of funds, and has at least 1 year of consecutive full-time service with the City shall receive, upon termination, severance pay. Severance pay shall be a lump sum payment equal to 1/5th of an Employee's previous month's salary times the number of years of consecutive service, not to exceed 10 years of service. Additionally, the City shall: 1) contract with a mental health carrier to provide transitional counseling services to affected Employees for up to 3 months; and 2) contract with a displacement service provider to provide professional guidance and assistance for the laid off Employee in their employment search for up to 3 months. The displaced Employee shall also receive one full month of paid health insurance (at the Employee's current coverage) in addition to any coverage remaining in the month of layoff.
- B. A Department Director whose position is abolished or vacated by a reduction in workload or lack of funds, or who is involuntarily removed from their position and has at least 1 year of consecutive full-time service with the City may receive, upon termination, severance pay. Severance pay as authorized by the City Manager, shall be a lump sum payment, and can be any amount up to 6 months' salary. The

displaced Employee shall also receive paid health insurance (at the Employee's current coverage) in addition to any coverage remaining in the month of layoff or termination. The amount of paid health insurance coverage shall be equal to the length of the severance pay that was granted under this paragraph. At the discretion of the City Council, the severance pay and continuation of health benefits may be increased for an additional period of time.

SECTION 34. WORKDAY SCHEDULES

A workday shall be defined as an 8-hour period for all City Employees, with the exception that Fire Employees assigned to 24-hour shift; a day means a 12-hour period. A workday may be defined differently if an Employee is assigned to an alternative work schedule. An Employee who changes between an 8-hour and a 12-hour day shall have leave hours recalculated on the basis of the number of hours worked.

SECTION 35. Y-RATING – MANAGEMENT EMPLOYEES

Y-Rating occurs when a position is reclassified to a lower salary range and where an incumbent Employee continues to hold their current salary until the "Y-rating" process brings the Employee's salary to the top step of the new salary range for that position. Y-rating shall not be permissible for Executive Management Employees.

If a Y-Rated salary of an Employee is greater than 7.5% higher than the top step of a newly-established salary range, then the Y-Rated salary shall be reduced by up to 5% the first pay period in January, and up to 5% the first pay period in July, until the range of the Y-Rated salary is 7.5% greater than the top step of the new salary range. The Y-Rated salary range of an Employee that is 7.5% or less greater than the top step of the newly-established salary range shall not receive any adjustment until such time that the top step of the new salary range is greater than the Y-Rated salary range.

SECTION 36. SICK LEAVE FOR PART TIME UNREPRESENTED EMPLOYEES, INCLUDING LAW ENFORCEMENT RECRUITS AND FIREFIGHTER RECRUITS

- A. Part-Time Unrepresented Employees, including Law Enforcement Recruits and Firefighter Recruits, shall accrue sick leave beginning with the first full pay period of employment on the basis of 1 hour for every 30 hours worked. The maximum accrual per year is 80 hours.

Paid sick leave will carry over each year of employment however an employee may only accumulate up to a maximum of 80 hours or 10 days, whichever is greater depending on the employee's regular scheduled workday, of sick leave with pay.

- B. If an employee separates from employment and is rehired within one year from separation, up to 80 hours or 10 days, whichever is greater depending on the

employee's regular scheduled workday, of accrued and unused sick leave will be reinstated.

- C. A waiting period of 90 days is required before an employee may be eligible to use paid sick leave. An employee who is rehired within one year from their date of separation, and who worked at least 90 days in the initial employment with the City may immediately use reinstated sick leave. An employee who had not worked 90 days in the initial employment with the City must work the remaining amount of the 90 day qualifying period to be able to use accrued sick leave with pay.
- D. If paid sick leave is taken for the diagnosis, care, or treatment of an existing health condition of, or preventive care of an employee or an employee's family member, the City Manager or designee may require an employee to provide medical certification or evidence of the reason for a sick leave absence that occurs after the employee has used the first 40 hours or 5 days, whichever is greater depending on the employee's regular scheduled workday, of paid sick leave in a year of employment. The City Manager or designee may require a medical examination by a physician after the employee has used the first 40 hours or 5 days, whichever is greater depending on the employee's regular scheduled workday, of paid sick leave in a year of employment if the medical examination is job related and consistent with business necessity

For leave pertaining to an employee who is a victim of domestic violence, sexual assault, or stalking, the City Manager or designee may request certification for unscheduled absences beginning on the first day of paid sick leave.

- E. Sick leave means paid authorized absence from duty of an Employee who is temporarily disabled and unable to work due to one of the following:
 - 1. Diagnosis, care, or treatment of an existing health condition of, or preventative care for, an employee
 - 2. Diagnosis, care, or treatment of an existing health condition of, or preventative care for, an employee's family member, which includes parent (biological, adoptive, foster parent, step parent, legal guardian, or a person who stood loco parentis when employee was a child), child (biological, adoptive, foster child, step child, legal ward, or a child to whom the employee stands loco parentis regardless of age or dependency status), spouse, registered domestic partner, parent-in-law, sibling, grandchild, or grandparent
 - 3. For an employee who is a victim of domestic violence, sexual assault, or stalking for the purposes described in Labor Code sections 230(c) and 230.1 (a); and/or,
 - 4. An employee may designate one additional person per 12-month period at the time the employee requested sick leave.

An employee will make a reasonable effort to schedule medical appointments during non-working hours.

- F. Kin Care Leave: In addition to the prescribed purposes of paid sick leave in Section d. an employee may use up to one-half of his/her annual accrual of sick leave to care for and attend to a family member who is ill. Every effort shall be made to schedule medical appointments for an ill family member during non-working hours. Family members for purposes of Kin Care leave shall include parent (biological, adoptive, foster parent, step parent, or legal guardian), child (biological, adoptive, foster child, step child, legal ward, a child of a registered domestic partner, or a child to whom the employee stands loco parentis regardless of age or dependency), spouse, or registered domestic partner, and an employee may designate one additional person per 12-month period at the time the employee requested sick leave.
- G. In case of absence due to illness, if the paid sick leave is foreseeable, the Employee shall notify their supervisor within reasonable advance notice. If the paid sick leave is unforeseeable, the employee shall provide notice of the need for the leave as soon as possible. The minimum increment of use of paid sick leave shall be 30 minutes. Employee's use of sick leave will be limited to 40 hours per year.
- H. The appointing power and City Manager may discipline an employee if sick leave is used for an inappropriate purpose.
- I. Upon separation from the City of Arcadia, an employee who works in their final pay period, shall receive credit for that pay period's sick leave accrual based on the following:

0 to 29 hours:	No accrual
30 to 59 hours:	1 hour
60 to 80 hours:	2 hours

Unused sick leave is not cashed out upon termination, resignation, retirement, or other separation from employment.

SECTION 37. FRINGE BENEFITS – ELIGIBILITY

The City Council, Executive, Management, Confidential Employees, and Unrepresented benefitted Employees, as defined in Section 2 (including only those Employees who at minimum receive CalPERS Retirement Benefits and Health Insurance contributions) not represented by a recognized Employee organization, with the exception of temporary appointments, shall be entitled to receive the benefits provided by the City of Arcadia as specified in the Resolution adopting said benefits.

Part-Time Unrepresented Employees as defined in Section 2 shall be entitled to receive the sick leave benefits as provided in Section 36.

SECTION 38. AMENDMENTS

Any modifications or amendments to the terms of this Resolution shall be implemented by a City Council approved Resolution directing inclusion of the modification or amendment as part of this Resolution.

EXHIBIT A
CITY OF ARCADIA MONTHLY SALARY RANGE
JULY 1, 2024 - JUNE 30, 2025

EXECUTIVE MANAGEMENT

Title	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
Administrative Services Director	\$ 14,947	\$ 15,319	\$ 15,705	\$ 16,097	\$ 16,500	\$ 16,911	\$ 17,333	\$ 17,766	\$ 18,215	\$ 18,667
Assistant City Manager/ Development Services Director	\$ 18,844	\$ 19,315	\$ 19,798	\$ 20,293	\$ 20,801	\$ 21,321	\$ 21,854	\$ 22,400	\$ 22,960	\$ 23,534
Director of Library & Museum Services	\$ 14,947	\$ 15,319	\$ 15,705	\$ 16,097	\$ 16,500	\$ 16,911	\$ 17,333	\$ 17,766	\$ 18,215	\$ 18,667
Director of Recreation & Community Services	\$ 14,947	\$ 15,319	\$ 15,705	\$ 16,097	\$ 16,500	\$ 16,911	\$ 17,333	\$ 17,766	\$ 18,215	\$ 18,667
Human Resources Director	\$ 14,947	\$ 15,319	\$ 15,705	\$ 16,097	\$ 16,500	\$ 16,911	\$ 17,333	\$ 17,766	\$ 18,215	\$ 18,667
Public Works Services Director	\$ 15,202	\$ 15,582	\$ 15,972	\$ 16,371	\$ 16,780	\$ 17,200	\$ 17,630	\$ 18,071	\$ 18,522	\$ 18,985

SAFETY EXECUTIVE MANAGEMENT

Fire Chief	\$ 18,804	\$ 19,275	\$ 19,756	\$ 20,250	\$ 20,757	\$ 21,275	\$ 21,807	\$ 22,353	\$ 22,911	\$ 23,484
Police Chief	\$ 18,804	\$ 19,275	\$ 19,756	\$ 20,250	\$ 20,757	\$ 21,275	\$ 21,807	\$ 22,353	\$ 22,911	\$ 23,484

Salaries are effective the beginning of the pay period containing July 1, 2024

EXHIBIT A
CITY OF ARCADIA MONTHLY SALARY RANGE
JULY 1, 2025 - JUNE 30, 2026

EXECUTIVE MANAGEMENT

Title	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
Administrative Services Director	\$ 15,844	\$ 16,238	\$ 16,647	\$ 17,063	\$ 17,490	\$ 17,926	\$ 18,373	\$ 18,832	\$ 19,308	\$ 19,787
Assistant City Manager/ Development Services Director	\$ 19,968	\$ 20,467	\$ 20,979	\$ 21,503	\$ 22,041	\$ 22,592	\$ 23,156	\$ 23,735	\$ 24,329	\$ 24,937
Director of Library & Museum Services	\$ 15,844	\$ 16,238	\$ 16,647	\$ 17,063	\$ 17,490	\$ 17,926	\$ 18,373	\$ 18,832	\$ 19,308	\$ 19,787
Director of Recreation & Community Services	\$ 15,844	\$ 16,238	\$ 16,647	\$ 17,063	\$ 17,490	\$ 17,926	\$ 18,373	\$ 18,832	\$ 19,308	\$ 19,787
Human Resources Director	\$ 15,844	\$ 16,238	\$ 16,647	\$ 17,063	\$ 17,490	\$ 17,926	\$ 18,373	\$ 18,832	\$ 19,308	\$ 19,787
Public Works Services Director	\$ 16,114	\$ 16,517	\$ 16,930	\$ 17,353	\$ 17,787	\$ 18,232	\$ 18,688	\$ 19,155	\$ 19,634	\$ 20,125

SAFETY EXECUTIVE MANAGEMENT

Fire Chief	\$ 19,933	\$ 20,431	\$ 20,942	\$ 21,465	\$ 22,002	\$ 22,552	\$ 23,116	\$ 23,694	\$ 24,286	\$ 24,893
Police Chief	\$ 19,933	\$ 20,431	\$ 20,942	\$ 21,465	\$ 22,002	\$ 22,552	\$ 23,116	\$ 23,694	\$ 24,286	\$ 24,893

Salaries are effective the beginning of the pay period containing July 1, 2025

EXHIBIT A
CITY OF ARCADIA MONTHLY SALARY RANGE
JULY 1, 2026 - JUNE 30, 2027

EXECUTIVE MANAGEMENT

Title	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
Administrative Services Director	\$ 16,636	\$ 17,050	\$ 17,479	\$ 17,916	\$ 18,365	\$ 18,822	\$ 19,292	\$ 19,774	\$ 20,273	\$ 20,776
Assistant City Manager/ Development Services Director	\$ 20,974	\$ 21,499	\$ 22,036	\$ 22,587	\$ 23,152	\$ 23,730	\$ 24,324	\$ 24,932	\$ 25,555	\$ 26,194
Director of Library & Museum Services	\$ 16,636	\$ 17,050	\$ 17,479	\$ 17,916	\$ 18,365	\$ 18,822	\$ 19,292	\$ 19,774	\$ 20,273	\$ 20,776
Director of Recreation & Community Services	\$ 16,636	\$ 17,050	\$ 17,479	\$ 17,916	\$ 18,365	\$ 18,822	\$ 19,292	\$ 19,774	\$ 20,273	\$ 20,776
Human Resources Director	\$ 16,636	\$ 17,050	\$ 17,479	\$ 17,916	\$ 18,365	\$ 18,822	\$ 19,292	\$ 19,774	\$ 20,273	\$ 20,776
Public Works Services Director	\$ 16,920	\$ 17,343	\$ 17,777	\$ 18,221	\$ 18,676	\$ 19,144	\$ 19,622	\$ 20,113	\$ 20,616	\$ 21,131

SAFETY EXECUTIVE MANAGEMENT

Fire Chief	\$ 20,930	\$ 21,453	\$ 21,989	\$ 22,538	\$ 23,102	\$ 23,680	\$ 24,272	\$ 24,879	\$ 25,500	\$ 26,138
Police Chief	\$ 20,930	\$ 21,453	\$ 21,989	\$ 22,538	\$ 23,102	\$ 23,680	\$ 24,272	\$ 24,879	\$ 25,500	\$ 26,138

Salaries are effective the beginning of the pay period containing July 1, 2026

EXHIBIT A
CITY OF ARCADIA MONTHLY SALARY RANGE
JULY 1, 2024 - JUNE 30, 2025
MANAGEMENT

Title	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
Accountant	\$ 6,616	\$ 6,787	\$ 6,951	\$ 7,123	\$ 7,304	\$ 7,487	\$ 7,673	\$ 7,868	\$ 8,062	\$ 8,264
Accounting Supervisor	\$ 8,899	\$ 9,123	\$ 9,352	\$ 9,583	\$ 9,824	\$ 10,072	\$ 10,321	\$ 10,579	\$ 10,844	\$ 11,115
Assistant to the City Manager	\$ 9,583	\$ 9,824	\$ 10,072	\$ 10,321	\$ 10,579	\$ 10,844	\$ 11,115	\$ 11,394	\$ 11,678	\$ 11,969
Building Official	\$ 11,930	\$ 12,229	\$ 12,534	\$ 12,848	\$ 13,169	\$ 13,498	\$ 13,836	\$ 14,182	\$ 14,536	\$ 14,900
Buyer	\$ 5,996	\$ 6,145	\$ 6,298	\$ 6,457	\$ 6,616	\$ 6,787	\$ 6,951	\$ 7,123	\$ 7,304	\$ 7,487
City Clerk	\$ 8,469	\$ 8,682	\$ 8,899	\$ 9,123	\$ 9,352	\$ 9,583	\$ 9,824	\$ 10,072	\$ 10,321	\$ 10,579
City Engineer	\$ 11,930	\$ 12,229	\$ 12,534	\$ 12,848	\$ 13,169	\$ 13,498	\$ 13,836	\$ 14,182	\$ 14,536	\$ 14,900
Communication and Engagement Officer	\$ 8,264	\$ 8,469	\$ 8,682	\$ 8,899	\$ 9,123	\$ 9,352	\$ 9,583	\$ 9,824	\$ 10,072	\$ 10,321
Crime Analyst/Investigative Support Specialist	\$ 7,487	\$ 7,673	\$ 7,868	\$ 8,062	\$ 8,264	\$ 8,469	\$ 8,682	\$ 8,899	\$ 9,123	\$ 9,352
Deputy City Manager	\$ 11,969	\$ 12,270	\$ 12,576	\$ 12,891	\$ 13,212	\$ 13,545	\$ 13,882	\$ 14,231	\$ 14,584	\$ 14,947
Deputy Development Services Director	\$ 13,123	\$ 13,452	\$ 13,788	\$ 14,133	\$ 14,486	\$ 14,848	\$ 15,219	\$ 15,600	\$ 15,990	\$ 16,389
Deputy Director of Recreation and Community Services	\$ 11,930	\$ 12,229	\$ 12,534	\$ 12,848	\$ 13,169	\$ 13,498	\$ 13,836	\$ 14,182	\$ 14,536	\$ 14,900
Deputy Public Works Services Director	\$ 12,535	\$ 12,848	\$ 13,169	\$ 13,498	\$ 13,836	\$ 14,182	\$ 14,536	\$ 14,900	\$ 15,272	\$ 15,654
Economic Development Manager	\$ 10,579	\$ 10,844	\$ 11,115	\$ 11,394	\$ 11,678	\$ 11,969	\$ 12,270	\$ 12,576	\$ 12,891	\$ 13,212
Environmental Services Manager	\$ 8,264	\$ 8,469	\$ 8,682	\$ 8,899	\$ 9,123	\$ 9,352	\$ 9,583	\$ 9,824	\$ 10,072	\$ 10,321
Financial Services Manager/Treasurer	\$ 11,678	\$ 11,969	\$ 12,270	\$ 12,576	\$ 12,891	\$ 13,212	\$ 13,545	\$ 13,882	\$ 14,231	\$ 14,584
Fire Marshal	\$ 10,072	\$ 10,321	\$ 10,579	\$ 10,844	\$ 11,115	\$ 11,394	\$ 11,678	\$ 11,969	\$ 12,270	\$ 12,576
General Services Superintendent	\$ 9,583	\$ 9,824	\$ 10,072	\$ 10,321	\$ 10,579	\$ 10,844	\$ 11,115	\$ 11,394	\$ 11,678	\$ 11,969
Human Resources Administrator	\$ 11,678	\$ 11,969	\$ 12,270	\$ 12,576	\$ 12,891	\$ 13,212	\$ 13,545	\$ 13,882	\$ 14,231	\$ 14,584
Human Resources Analyst	\$ 7,304	\$ 7,487	\$ 7,673	\$ 7,868	\$ 8,062	\$ 8,264	\$ 8,469	\$ 8,682	\$ 8,899	\$ 9,123
Human Resources Manager	\$ 9,583	\$ 9,824	\$ 10,072	\$ 10,321	\$ 10,579	\$ 10,844	\$ 11,115	\$ 11,394	\$ 11,678	\$ 11,969
Information Technology Manager	\$ 9,824	\$ 10,072	\$ 10,321	\$ 10,579	\$ 10,844	\$ 11,115	\$ 11,394	\$ 11,678	\$ 11,969	\$ 12,270
Library Services Manager	\$ 9,583	\$ 9,824	\$ 10,072	\$ 10,321	\$ 10,579	\$ 10,844	\$ 11,115	\$ 11,394	\$ 11,678	\$ 11,969
Management Aide	\$ 5,848	\$ 5,996	\$ 6,145	\$ 6,298	\$ 6,457	\$ 6,616	\$ 6,787	\$ 6,951	\$ 7,123	\$ 7,304
Management Analyst	\$ 7,487	\$ 7,673	\$ 7,868	\$ 8,062	\$ 8,264	\$ 8,469	\$ 8,682	\$ 8,899	\$ 9,123	\$ 9,352
Planning Services Manager	\$ 9,583	\$ 9,824	\$ 10,072	\$ 10,321	\$ 10,579	\$ 10,844	\$ 11,115	\$ 11,394	\$ 11,678	\$ 11,969
Police Records Manager	\$ 8,264	\$ 8,469	\$ 8,682	\$ 8,899	\$ 9,123	\$ 9,352	\$ 9,583	\$ 9,824	\$ 10,072	\$ 10,321
Principal Civil Engineer	\$ 10,844	\$ 11,115	\$ 11,394	\$ 11,678	\$ 11,969	\$ 12,270	\$ 12,576	\$ 12,891	\$ 13,212	\$ 13,545
Project Manager	\$ 9,352	\$ 9,583	\$ 9,824	\$ 10,072	\$ 10,321	\$ 10,579	\$ 10,844	\$ 11,115	\$ 11,394	\$ 11,678
Purchasing Officer	\$ 6,787	\$ 6,951	\$ 7,123	\$ 7,304	\$ 7,487	\$ 7,673	\$ 7,868	\$ 8,062	\$ 8,264	\$ 8,469
Recreation Supervisor	\$ 6,616	\$ 6,787	\$ 6,951	\$ 7,123	\$ 7,304	\$ 7,487	\$ 7,673	\$ 7,868	\$ 8,062	\$ 8,264
Senior Accountant	\$ 7,673	\$ 7,868	\$ 8,062	\$ 8,264	\$ 8,469	\$ 8,682	\$ 8,899	\$ 9,123	\$ 9,352	\$ 9,583
Senior Human Resources Analyst	\$ 8,264	\$ 8,469	\$ 8,682	\$ 8,899	\$ 9,123	\$ 9,352	\$ 9,583	\$ 9,824	\$ 10,072	\$ 10,321
Senior Management Analyst	\$ 8,264	\$ 8,469	\$ 8,682	\$ 8,899	\$ 9,123	\$ 9,352	\$ 9,583	\$ 9,824	\$ 10,072	\$ 10,321
Streets Superintendent	\$ 9,583	\$ 9,824	\$ 10,072	\$ 10,321	\$ 10,579	\$ 10,844	\$ 11,115	\$ 11,394	\$ 11,678	\$ 11,969
Transportation Services Manager	\$ 8,264	\$ 8,469	\$ 8,682	\$ 8,899	\$ 9,123	\$ 9,352	\$ 9,583	\$ 9,824	\$ 10,072	\$ 10,321
Utilities Manager	\$ 11,394	\$ 11,678	\$ 11,969	\$ 12,270	\$ 12,576	\$ 12,891	\$ 13,212	\$ 13,545	\$ 13,882	\$ 14,231

Salaries are effective the beginning of the pay period containing July 1, 2024

EXHIBIT A
CITY OF ARCADIA MONTHLY SALARY RANGE
JULY 1, 2025 - JUNE 30, 2026
MANAGEMENT

Title	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
Accountant	\$ 7,013	\$ 7,194	\$ 7,368	\$ 7,550	\$ 7,742	\$ 7,936	\$ 8,133	\$ 8,340	\$ 8,546	\$ 8,760
Accounting Supervisor	\$ 9,433	\$ 9,670	\$ 9,913	\$ 10,158	\$ 10,413	\$ 10,676	\$ 10,940	\$ 11,214	\$ 11,495	\$ 11,782
Assistant to the City Manager	\$ 10,158	\$ 10,413	\$ 10,676	\$ 10,940	\$ 11,214	\$ 11,495	\$ 11,782	\$ 12,078	\$ 12,379	\$ 12,687
Building Official	\$ 12,646	\$ 12,962	\$ 13,287	\$ 13,619	\$ 13,959	\$ 14,308	\$ 14,666	\$ 15,032	\$ 15,408	\$ 15,793
Buyer	\$ 6,356	\$ 6,514	\$ 6,676	\$ 6,844	\$ 7,013	\$ 7,194	\$ 7,368	\$ 7,550	\$ 7,742	\$ 7,936
City Clerk	\$ 8,977	\$ 9,203	\$ 9,433	\$ 9,670	\$ 9,913	\$ 10,158	\$ 10,413	\$ 10,676	\$ 10,940	\$ 11,214
City Engineer	\$ 12,646	\$ 12,962	\$ 13,287	\$ 13,619	\$ 13,959	\$ 14,308	\$ 14,666	\$ 15,032	\$ 15,408	\$ 15,793
Communication and Engagement Officer	\$ 8,760	\$ 8,977	\$ 9,203	\$ 9,433	\$ 9,670	\$ 9,913	\$ 10,158	\$ 10,413	\$ 10,676	\$ 10,940
Crime Analyst/Investigative Support Specialist	\$ 7,936	\$ 8,133	\$ 8,340	\$ 8,546	\$ 8,760	\$ 8,977	\$ 9,203	\$ 9,433	\$ 9,670	\$ 9,913
Deputy City Manager	\$ 12,687	\$ 13,006	\$ 13,331	\$ 13,664	\$ 14,005	\$ 14,358	\$ 14,715	\$ 15,085	\$ 15,459	\$ 15,844
Deputy Development Services Director	\$ 13,911	\$ 14,259	\$ 14,615	\$ 14,981	\$ 15,355	\$ 15,739	\$ 16,132	\$ 16,536	\$ 16,949	\$ 17,373
Deputy Director of Recreation and Community Services	\$ 12,646	\$ 12,962	\$ 13,287	\$ 13,619	\$ 13,959	\$ 14,308	\$ 14,666	\$ 15,032	\$ 15,408	\$ 15,793
Deputy Public Works Services Director	\$ 13,287	\$ 13,619	\$ 13,959	\$ 14,308	\$ 14,666	\$ 15,033	\$ 15,409	\$ 15,794	\$ 16,189	\$ 16,593
Economic Development Manager	\$ 11,214	\$ 11,495	\$ 11,782	\$ 12,078	\$ 12,379	\$ 12,687	\$ 13,006	\$ 13,331	\$ 13,664	\$ 14,005
Environmental Services Manager	\$ 8,760	\$ 8,977	\$ 9,203	\$ 9,433	\$ 9,670	\$ 9,913	\$ 10,158	\$ 10,413	\$ 10,676	\$ 10,940
Financial Services Manager/Treasurer	\$ 12,379	\$ 12,687	\$ 13,006	\$ 13,331	\$ 13,664	\$ 14,005	\$ 14,358	\$ 14,715	\$ 15,085	\$ 15,459
Fire Marshal	\$ 10,676	\$ 10,940	\$ 11,214	\$ 11,495	\$ 11,782	\$ 12,078	\$ 12,379	\$ 12,687	\$ 13,006	\$ 13,331
General Services Superintendent	\$ 10,158	\$ 10,413	\$ 10,676	\$ 10,940	\$ 11,214	\$ 11,495	\$ 11,782	\$ 12,078	\$ 12,379	\$ 12,687
Human Resources Administrator	\$ 12,379	\$ 12,687	\$ 13,006	\$ 13,331	\$ 13,664	\$ 14,005	\$ 14,358	\$ 14,715	\$ 15,085	\$ 15,459
Human Resources Analyst	\$ 7,742	\$ 7,936	\$ 8,133	\$ 8,340	\$ 8,546	\$ 8,760	\$ 8,977	\$ 9,203	\$ 9,433	\$ 9,670
Human Resources Manager	\$ 10,158	\$ 10,413	\$ 10,676	\$ 10,940	\$ 11,214	\$ 11,495	\$ 11,782	\$ 12,078	\$ 12,379	\$ 12,687
Information Technology Manager	\$ 10,413	\$ 10,676	\$ 10,940	\$ 11,214	\$ 11,495	\$ 11,782	\$ 12,078	\$ 12,379	\$ 12,687	\$ 13,006
Library Services Manager	\$ 10,158	\$ 10,413	\$ 10,676	\$ 10,940	\$ 11,214	\$ 11,495	\$ 11,782	\$ 12,078	\$ 12,379	\$ 12,687
Management Aide	\$ 6,199	\$ 6,356	\$ 6,514	\$ 6,676	\$ 6,844	\$ 7,013	\$ 7,194	\$ 7,368	\$ 7,550	\$ 7,742
Management Analyst	\$ 7,936	\$ 8,133	\$ 8,340	\$ 8,546	\$ 8,760	\$ 8,977	\$ 9,203	\$ 9,433	\$ 9,670	\$ 9,913
Planning Services Manager	\$ 10,158	\$ 10,413	\$ 10,676	\$ 10,940	\$ 11,214	\$ 11,495	\$ 11,782	\$ 12,078	\$ 12,379	\$ 12,687
Police Records Manager	\$ 8,760	\$ 8,977	\$ 9,203	\$ 9,433	\$ 9,670	\$ 9,913	\$ 10,158	\$ 10,413	\$ 10,676	\$ 10,940
Principal Civil Engineer	\$ 11,495	\$ 11,782	\$ 12,078	\$ 12,379	\$ 12,687	\$ 13,006	\$ 13,331	\$ 13,664	\$ 14,005	\$ 14,358
Project Manager	\$ 9,913	\$ 10,158	\$ 10,413	\$ 10,676	\$ 10,940	\$ 11,214	\$ 11,495	\$ 11,782	\$ 12,078	\$ 12,379
Purchasing Officer	\$ 7,194	\$ 7,368	\$ 7,550	\$ 7,742	\$ 7,936	\$ 8,133	\$ 8,340	\$ 8,546	\$ 8,760	\$ 8,977
Recreation Supervisor	\$ 7,013	\$ 7,194	\$ 7,368	\$ 7,550	\$ 7,742	\$ 7,936	\$ 8,133	\$ 8,340	\$ 8,546	\$ 8,760
Senior Accountant	\$ 8,133	\$ 8,340	\$ 8,546	\$ 8,760	\$ 8,977	\$ 9,203	\$ 9,433	\$ 9,670	\$ 9,913	\$ 10,158
Senior Human Resources Analyst	\$ 8,760	\$ 8,977	\$ 9,203	\$ 9,433	\$ 9,670	\$ 9,913	\$ 10,158	\$ 10,413	\$ 10,676	\$ 10,940
Senior Management Analyst	\$ 8,760	\$ 8,977	\$ 9,203	\$ 9,433	\$ 9,670	\$ 9,913	\$ 10,158	\$ 10,413	\$ 10,676	\$ 10,940
Streets Superintendent	\$ 10,158	\$ 10,413	\$ 10,676	\$ 10,940	\$ 11,214	\$ 11,495	\$ 11,782	\$ 12,078	\$ 12,379	\$ 12,687
Transportation Services Manager	\$ 8,760	\$ 8,977	\$ 9,203	\$ 9,433	\$ 9,670	\$ 9,913	\$ 10,158	\$ 10,413	\$ 10,676	\$ 10,940
Utilities Manager	\$ 12,078	\$ 12,379	\$ 12,687	\$ 13,006	\$ 13,331	\$ 13,664	\$ 14,005	\$ 14,358	\$ 14,715	\$ 15,085

Salaries are effective the beginning of the pay period containing July 1, 2025

EXHIBIT A
CITY OF ARCADIA MONTHLY SALARY RANGE
JULY 1, 2026 - JUNE 30, 2027
MANAGEMENT

Title	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
Accountant	\$ 7,364	\$ 7,554	\$ 7,736	\$ 7,928	\$ 8,129	\$ 8,333	\$ 8,540	\$ 8,757	\$ 8,973	\$ 9,198
Accounting Supervisor	\$ 9,905	\$ 10,154	\$ 10,409	\$ 10,666	\$ 10,934	\$ 11,210	\$ 11,487	\$ 11,774	\$ 12,069	\$ 12,371
Assistant to the City Manager	\$ 10,666	\$ 10,934	\$ 11,210	\$ 11,487	\$ 11,774	\$ 12,069	\$ 12,371	\$ 12,682	\$ 12,998	\$ 13,322
Building Official	\$ 13,279	\$ 13,611	\$ 13,951	\$ 14,300	\$ 14,657	\$ 15,024	\$ 15,399	\$ 15,784	\$ 16,179	\$ 16,583
Buyer	\$ 6,674	\$ 6,839	\$ 7,010	\$ 7,187	\$ 7,364	\$ 7,554	\$ 7,736	\$ 7,928	\$ 8,129	\$ 8,333
City Clerk	\$ 9,426	\$ 9,663	\$ 9,905	\$ 10,154	\$ 10,409	\$ 10,666	\$ 10,934	\$ 11,210	\$ 11,487	\$ 11,774
City Engineer	\$ 13,279	\$ 13,611	\$ 13,951	\$ 14,300	\$ 14,657	\$ 15,024	\$ 15,399	\$ 15,784	\$ 16,179	\$ 16,583
Communication and Engagement Officer	\$ 9,198	\$ 9,426	\$ 9,663	\$ 9,905	\$ 10,154	\$ 10,409	\$ 10,666	\$ 10,934	\$ 11,210	\$ 11,487
Crime Analyst/Investigative Support Specialist	\$ 8,333	\$ 8,540	\$ 8,757	\$ 8,973	\$ 9,198	\$ 9,426	\$ 9,663	\$ 9,905	\$ 10,154	\$ 10,409
Deputy City Manager	\$ 13,322	\$ 13,657	\$ 13,997	\$ 14,348	\$ 14,705	\$ 15,076	\$ 15,451	\$ 15,839	\$ 16,232	\$ 16,636
Deputy Development Services Director	\$ 14,606	\$ 14,972	\$ 15,346	\$ 15,730	\$ 16,123	\$ 16,526	\$ 16,939	\$ 17,362	\$ 17,797	\$ 18,241
Deputy Director of Recreation and Community Services	\$ 13,279	\$ 13,611	\$ 13,951	\$ 14,300	\$ 14,657	\$ 15,024	\$ 15,399	\$ 15,784	\$ 16,179	\$ 16,583
Deputy Public Works Services Director	\$ 13,951	\$ 14,300	\$ 14,657	\$ 15,024	\$ 15,399	\$ 15,784	\$ 16,179	\$ 16,583	\$ 16,998	\$ 17,423
Economic Development Manager	\$ 11,774	\$ 12,069	\$ 12,371	\$ 12,682	\$ 12,998	\$ 13,322	\$ 13,657	\$ 13,997	\$ 14,348	\$ 14,705
Environmental Services Manager	\$ 9,198	\$ 9,426	\$ 9,663	\$ 9,905	\$ 10,154	\$ 10,409	\$ 10,666	\$ 10,934	\$ 11,210	\$ 11,487
Financial Services Manager/Treasurer	\$ 12,998	\$ 13,322	\$ 13,657	\$ 13,997	\$ 14,348	\$ 14,705	\$ 15,076	\$ 15,451	\$ 15,839	\$ 16,232
Fire Marshal	\$ 11,210	\$ 11,487	\$ 11,774	\$ 12,069	\$ 12,371	\$ 12,682	\$ 12,998	\$ 13,322	\$ 13,657	\$ 13,997
General Services Superintendent	\$ 10,666	\$ 10,934	\$ 11,210	\$ 11,487	\$ 11,774	\$ 12,069	\$ 12,371	\$ 12,682	\$ 12,998	\$ 13,322
Human Resources Administrator	\$ 12,998	\$ 13,322	\$ 13,657	\$ 13,997	\$ 14,348	\$ 14,705	\$ 15,076	\$ 15,451	\$ 15,839	\$ 16,232
Human Resources Analyst	\$ 8,129	\$ 8,333	\$ 8,540	\$ 8,757	\$ 8,973	\$ 9,198	\$ 9,426	\$ 9,663	\$ 9,905	\$ 10,154
Human Resources Manager	\$ 10,666	\$ 10,934	\$ 11,210	\$ 11,487	\$ 11,774	\$ 12,069	\$ 12,371	\$ 12,682	\$ 12,998	\$ 13,322
Information Technology Manager	\$ 10,934	\$ 11,210	\$ 11,487	\$ 11,774	\$ 12,069	\$ 12,371	\$ 12,682	\$ 12,998	\$ 13,322	\$ 13,657
Library Services Manager	\$ 10,666	\$ 10,934	\$ 11,210	\$ 11,487	\$ 11,774	\$ 12,069	\$ 12,371	\$ 12,682	\$ 12,998	\$ 13,322
Management Aide	\$ 6,509	\$ 6,674	\$ 6,839	\$ 7,010	\$ 7,187	\$ 7,364	\$ 7,554	\$ 7,736	\$ 7,928	\$ 8,129
Management Analyst	\$ 8,333	\$ 8,540	\$ 8,757	\$ 8,973	\$ 9,198	\$ 9,426	\$ 9,663	\$ 9,905	\$ 10,154	\$ 10,409
Planning Services Manager	\$ 10,666	\$ 10,934	\$ 11,210	\$ 11,487	\$ 11,774	\$ 12,069	\$ 12,371	\$ 12,682	\$ 12,998	\$ 13,322
Police Records Manager	\$ 9,198	\$ 9,426	\$ 9,663	\$ 9,905	\$ 10,154	\$ 10,409	\$ 10,666	\$ 10,934	\$ 11,210	\$ 11,487
Principal Civil Engineer	\$ 12,069	\$ 12,371	\$ 12,682	\$ 12,998	\$ 13,322	\$ 13,657	\$ 13,997	\$ 14,348	\$ 14,705	\$ 15,076
Project Manager	\$ 10,409	\$ 10,666	\$ 10,934	\$ 11,210	\$ 11,487	\$ 11,774	\$ 12,069	\$ 12,371	\$ 12,682	\$ 12,998
Purchasing Officer	\$ 7,554	\$ 7,736	\$ 7,928	\$ 8,129	\$ 8,333	\$ 8,540	\$ 8,757	\$ 8,973	\$ 9,198	\$ 9,426
Recreation Supervisor	\$ 7,364	\$ 7,554	\$ 7,736	\$ 7,928	\$ 8,129	\$ 8,333	\$ 8,540	\$ 8,757	\$ 8,973	\$ 9,198
Senior Accountant	\$ 8,540	\$ 8,757	\$ 8,973	\$ 9,198	\$ 9,426	\$ 9,663	\$ 9,905	\$ 10,154	\$ 10,409	\$ 10,666
Senior Human Resources Analyst	\$ 9,198	\$ 9,426	\$ 9,663	\$ 9,905	\$ 10,154	\$ 10,409	\$ 10,666	\$ 10,934	\$ 11,210	\$ 11,487
Senior Management Analyst	\$ 9,198	\$ 9,426	\$ 9,663	\$ 9,905	\$ 10,154	\$ 10,409	\$ 10,666	\$ 10,934	\$ 11,210	\$ 11,487
Streets Superintendent	\$ 10,666	\$ 10,934	\$ 11,210	\$ 11,487	\$ 11,774	\$ 12,069	\$ 12,371	\$ 12,682	\$ 12,998	\$ 13,322
Transportation Services Manager	\$ 9,198	\$ 9,426	\$ 9,663	\$ 9,905	\$ 10,154	\$ 10,409	\$ 10,666	\$ 10,934	\$ 11,210	\$ 11,487
Utilities Manager	\$ 12,682	\$ 12,998	\$ 13,322	\$ 13,657	\$ 13,997	\$ 14,348	\$ 14,705	\$ 15,076	\$ 15,451	\$ 15,839

Salaries are effective the beginning of the pay period containing July 1, 2026

EXHIBIT A
CITY OF ARCADIA MONTHLY SALARY RANGE
JULY 1, 2024 - JUNE 30, 2025
SAFETY MANAGEMENT

Title	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
Fire Battalion Chief Police Lieutenant	\$ 15,541	\$ 15,929	\$ 16,328	\$ 16,736	\$ 17,154	\$ 17,583	\$ 18,023	\$ 18,473	\$ 18,935	\$ 19,408
Deputy Fire Chief Police Captain	\$ 17,095	\$ 17,522	\$ 17,960	\$ 18,409	\$ 18,870	\$ 19,341	\$ 19,825	\$ 20,321	\$ 20,829	\$ 21,349

Salaries are effective the beginning of the pay period containing July 1, 2024

EXHIBIT A
CITY OF ARCADIA MONTHLY SALARY RANGE
JULY 1, 2025 - JUNE 30, 2026
SAFETY MANAGEMENT

Title	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
Fire Battalion Chief Police Lieutenant	\$ 16,473	\$ 16,885	\$ 17,307	\$ 17,740	\$ 18,183	\$ 18,638	\$ 19,104	\$ 19,582	\$ 20,071	\$ 20,573
Deputy Fire Chief Police Captain	\$ 18,121	\$ 18,574	\$ 19,038	\$ 19,514	\$ 20,002	\$ 20,502	\$ 21,014	\$ 21,540	\$ 22,078	\$ 22,630

Salaries are effective the beginning of the pay period containing July 1, 2025

EXHIBIT A
CITY OF ARCADIA MONTHLY SALARY RANGE
JULY 1, 2026 - JUNE 30, 2027
SAFETY MANAGEMENT

Title	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
Fire Battalion Chief Police Lieutenant	\$ 17,297	\$ 17,729	\$ 18,173	\$ 18,627	\$ 19,093	\$ 19,570	\$ 20,059	\$ 20,561	\$ 21,075	\$ 21,602
Deputy Fire Chief Police Captain	\$ 19,027	\$ 19,502	\$ 19,990	\$ 20,490	\$ 21,002	\$ 21,527	\$ 22,065	\$ 22,617	\$ 23,182	\$ 23,762

Salaries are effective the beginning of the pay period containing July 1, 2026

EXHIBIT A
CITY OF ARCADIA MONTHLY SALARY RANGE
JULY 1, 2024 - JUNE 30, 2025
UNREPRESENTED

Title	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
Executive Assistant	\$ 6,282	\$ 6,437	\$ 6,599	\$ 6,761	\$ 6,931	\$ 7,105	\$ 7,283	\$ 7,465	\$ 7,651	\$ 7,843
Human Resources Technician	\$ 5,414	\$ 5,551	\$ 5,692	\$ 5,831	\$ 5,979	\$ 6,127	\$ 6,282	\$ 6,436	\$ 6,598	\$ 6,761

Salaries are effective the beginning of the pay period containing July 1, 2024

EXHIBIT A
CITY OF ARCADIA MONTHLY SALARY RANGE
JULY 1, 2025 - JUNE 30, 2026
UNREPRESENTED

Title	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
Executive Assistant	\$ 6,659	\$ 6,823	\$ 6,994	\$ 7,167	\$ 7,347	\$ 7,532	\$ 7,720	\$ 7,913	\$ 8,110	\$ 8,314
Human Resources Technician	\$ 5,739	\$ 5,884	\$ 6,034	\$ 6,180	\$ 6,337	\$ 6,494	\$ 6,659	\$ 6,823	\$ 6,994	\$ 7,167

Salaries are effective the beginning of the pay period containing July 1, 2025

EXHIBIT A
CITY OF ARCADIA MONTHLY SALARY RANGE
JULY 1, 2026 - JUNE 30, 2027
UNREPRESENTED

Title	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
Executive Assistant	\$ 6,992	\$ 7,164	\$ 7,344	\$ 7,525	\$ 7,714	\$ 7,908	\$ 8,106	\$ 8,309	\$ 8,515	\$ 8,730
Human Resources Technician	\$ 6,026	\$ 6,179	\$ 6,335	\$ 6,490	\$ 6,654	\$ 6,819	\$ 6,992	\$ 7,164	\$ 7,343	\$ 7,526

Salaries are effective the beginning of the pay period containing July 1, 2026