

**CITY OF UPLAND
GENERAL EMPLOYEES**

BENEFIT SUMMARY

PERS

“Classic Members” (Members currently enrolled in CalPERS prior to 1/1/2013 with no greater than 6 month break in service)

- 2.5 % AT 55, single highest year
- Employee pays 5.7%; Effective 7/1/2014 employees pay 8%
- 1959 Survivor’s Benefit, 3rd level survivor benefit

“New Members” (Members never enrolled in CalPERS or members that have greater than 6 month break in service)

- 2 % AT 62, 3 final years of employment
- Employees hired or promoted after 1/1/2013 pay 6.75%;
- 1959 Survivor’s Benefit, 3rd level survivor benefit

CAFETERIA

- \$932.50/month
- Options: health, dental, vision, deferred comp, savings bonds, ROTH IRA’s
- Cash option: Employees with other health coverage not with the City can receive a \$300.00 from their cafeteria amount

DEFERRED COMPENSATION

- Included in Cafeteria
- May make voluntary contributions from paycheck

LIFE INSURANCE

- Minimum \$20,000 policy, up to 1 X annual salary

LONG TERM DISABILITY

- 66 2/3% of base salary to a max of \$5,000/month after 60 days or use of all sick leave, whichever is later.
- If sick leave is exhausted prior to the end of 60 day period, employee may use other accrued leaves.

VACATION

- 1-2 years = 80 hours
- 3-5 years = 96 hours
- 6-10 years = 128 hours
- 11-16 years = 136 hours
- 17+ years = additional day per year to a max of 176 hours

HOLIDAYS

- 90 hours per year calendared
- 40 hours per year floating (holidays based on 10 hour day)

SICK LEAVE

- 8 hours per month to a maximum of 1250 hours

EDUCATIONAL INCENTIVE

- Available after 2 years of City service
- One-time payment of the % of total annual base salary at the time a job-related degree is awarded, combined with years of service. (% awarded if degree not required for position)
 - AA/AS with 2 years = 5%
 - BA/BS with 2 years = 7.5%
 - MA/MS with 2 years = 10%

LONGEVITY PAY

- 2.5% of salary after 20 years of continuous service

BILINGUAL PAY

- \$100/month for utilizing bilingual Spanish skills a substantial portion of the time – must pass a proficiency exam

UNIFORM REPLACEMENT, MAINTENANCE AND CLEANING ALLOWANCE

- \$200/yr. for Animal Control, Animal Shelter, Police Dispatch, Police Records, Police Service Technician, Forensic Specialist, Forensic Technician, Code Enforcement, Police Training Coordinator, Property & Evidence, and Crime Prevention Coordinator
- Payment in December of each year
- 5 changes/week for Water, Shop, yard & Custodians – City paid
- 5 changes/week uniform shirts for Public Works Inspector – City paid

WORK BOOTS

- Two pair of steel-toed work boots will be provided annually upon proof of need to department due to condition of boot.

BEREAVEMENT LEAVE

- May use up to 5 consecutive days accrued sick leave for death of a relative up to 2 generations removed
- 20 hours with pay annually in the event of death in the immediate family

STANDBY

- Public Works employees assigned to standby receive \$8.00/hour or prevailing minimum wage, for 2 hours Monday-Friday, and 8 hours Saturday, Sunday and Holidays. Standby for Upland Hills Treatment Plant is 8 hours on Friday.
- \$50 per day for non-sworn police personnel on standby for Court.

MATRON PAY

- 2.5% of salary when assigned to matron duties (PST and Dispatcher only)

CALL-BACK

- 1 ½ if called out after regular hours and has worked over 40 hours in given week. Minimum of 2 hours.

OVERTIME

- 1 ½ or equivalent CTO for each hour worked in excess of a 40 hour work week. CTO maximum accrual is 30 hours.

MERITORIOUS PAY

- If less than 24 hours of sick time is used from December-November and have 1000 hours of accrued sick leave as of December 1st of any year and most recent performance evaluation is above average, will receive \$200 first payday in December

PAYCHECKS

- Paychecks are issued every other Thursday. The paycheck on Thursday covers the prior two week period worked from Sunday morning (12:01 a.m.) through midnight Saturday (12:00 a.m.)

MEDICARE

- Effective April 1, 1986, Federal law requires all new employees and the City to each contribute 1.45% of salary to Medicare.

VACATION BUYBACK

- May be paid cash in lieu of unused vacation for up to 40 hours of vacation if have used at least 40 hours of vacation in a calendar year. Payment will be made in December.

RETIREE BENEFITS

- May take ½ of accrued sick leave up to a maximum of 500 hours as personal leave just prior to retirement
- City will pay portion of health insurance premiums for retiree and dependent if over 10 years of service
- Retiree Health Savings Accounts with City contributions based upon years of service