

City of Upland



UPLAND EXECUTIVE MANAGEMENT BENEFITS SUMMARY

RETIREMENT - CalPERS

“Classic Members” (Members currently enrolled in CalPERS prior to 1/1/2013)

- 2.5 % at 55, single highest year
- Employees pay 8%
- 1959 Survivor’s Benefit, 3rd level survivor benefit

“Safety Classic Members” (Members currently enrolled in CalPERS prior to 1/1/2013)

- 3 % at 55, single highest year
- **Employees pay 9%**
- 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, final 3 consecutive years of employment
- Employees hired or promoted after 1/1/2013 pay 6.75%;
- 1959 Survivor’s Benefit, 3rd level survivor benefit

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

- 2.7 % at 57, final 3 consecutive years of employment
- **Employees hired or promoted after 1/1/2013 pay 12.25%;**
- 1959 Survivor’s Benefit, 3rd level survivor benefit

HEALTH INSURANCE CAFETERIA PLAN

- \$846.00 Monthly cafeteria allowance
- Benefit options: CalPERS medical plans, MetLife Dental plans, Vision Service Plan (VSP).
- Employee must pay the difference between city contribution and actual premium of plan(s) selected.

DEFERRED COMPENSATION

- ICMA-RC 457 and Roth IRA plans available
- City contributes 9% of employee’s base monthly salary to 457 plan
- City contribution may also be used towards health insurance plan premiums

LIFE INSURANCE - METLIFE

- City paid life and AD&D
- 1 X annual salary
- Employee may cover dependents for additional cost

FLEXIBLE SPENDING & SUPPLEMENTAL INSURANCE

- Available through American Fidelity Assurance Co.
- Section 125 health and dependent care flexible spending plans
- Supplemental life, accident, critical illness insurance
- Enroll at time of hire or during annual open enrollment period only

VACATION

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

VACATION - Police and Fire Chief:

- 1-2 years of service = 96 hours
- 3-5 years of service = 120 hours
- 6-16 years of service = 152 hours
- 17+ years = One additional day(10 hours) per year to a maximum of 176 hours per year

SICK LEAVE

- 8 hours per month to a maximum of 1250 hours

EXECUTIVE LEAVE

- 80 hours per calendar year
- Must be used within the calendar year or it will be removed from the books as of December 31st each year

HOLIDAYS / FLOATING HOLIDAY

- 90 hours per calendar year; based on 10 hour day
- 40 hours of floating holiday per calendar year
- Floating holiday must be used within the calendar year or it will be removed from the books as of December 31st each year

LONGEVITY PAY

- 2.5% increase in base salary with 20 years of continuous service with the City

“The City of Gracious Living”

City of Upland



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EDUCATIONAL INCENTIVE

- Available after 2 years of City service (degree must be awarded upon or after reaching 2 years continuous service).
- One-time payment of percentage of annual base salary at the time a job-related degree is awarded
- PhD with 2 years of service = 10%
- JD with 2 years of service = 10%

LONG TERM DISABILITY (Excludes Police Chief)

- 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.

VEHICLE ALLOWANCE

- Police Chief & Fire Chief receive a City vehicle to take home
- All other departments heads receive \$350/month

UNIFORM ALLOWANCE

- Police Chief and Fire Chief receive \$250.00 per year for the cleaning and/or replacement of uniforms after completion of 12 months of employment
- Uniform is provided at time of hire
- Allowance paid in December

BEREAVEMENT LEAVE

- Up to 30 hours with pay annually (calendar year) in the event of death in immediate family (refer to MOU)
- May also take up to 4 hours per year to attend funeral services

PREVENTATIVE HEALTH BENEFITS

- Reimbursement up to \$225 annually for purchase/participation toward the following uses: health or athletic club; tennis club dues; any classes which contribute to physical fitness; tennis racket & balls; golf clubs & balls or spiked shoes, weight loss programs; running, walking, hiking, cross-trainer, tennis shoes, as long as use substantial amount of time for exercise; purchase of exercise/physical condition equipment; other uses as may be approved by the City Manager
- Paid in June of each year

VACATION BUYBACK

- Executive employees may be paid cash in lieu of unused vacation, sick leave, and/or executive leave for up to 80 hours in December of each year.
- An additional 40 hours of vacation may be cashed out in June of each year.

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.
- The City does not pay into Social Security

RETIREE BENEFITS

- The City will establish and contribute to a Retirement Health Savings Account (RHS) through ICMA-RC on employee's behalf beginning at **5 years** of continuous service. Available only upon service or disability retirement from the City of Upland.
- Upon retirement from the City, 50% of accrued sick leave may be cashed out of employee's current hourly rate up to a maximum of 625 hours OR may be used as personal leave just prior to retirement
- The City will provide health insurance reimbursement for employees who retire from the City based on hire date and years of service (refer to Executive Compensation and Benefits Plan for further details).

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Updated: 06/20/2016