

City of Upland



UPLAND CITY EMPLOYEE ASSOCIATION BENEFITS SUMMARY

RETIREMENT - CalPERS

“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 8% of salary
- 1959 Survivor’s Benefit, 3rd level survivor benefit

“New Members” (Members never enrolled in CalPERS or members who 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% of salary;
- 1959 Survivor’s Benefit, 3rd level survivor benefit

HEALTH INSURANCE - CAFETERIA PLAN

Benefit options: CalPERS medical plans, MetLife Dental plans, Vision Service Plan (VSP), savings bonds. Employee must pay the difference between city contribution and actual premium of plan(s) selected.

Employees hired PRIOR to 3/1/2016:

- \$1,058.50 per month cafeteria plan allowance
- \$1,184.50 per month effective 1/1/2017

Employees hired ON OR AFTER 3/1/2016:

Monthly cafeteria allowance is 100% of the lowest cost medical, dental, and vision plans to a MAXIMUM of \$1,058.50 based on selected coverage level (employee only = \$493.29, employee +1 = \$981.78, employee+2 or more = \$1,058.50) . Maximum of \$1,184.50 effective 1/1/2017.

CASH IN LIEU

If an employee has outside medical coverage, such as through a spouse/domestic partner or other acceptable source, employee may take the unused portion of the amount allocated for the benefit as cash in lieu of any or all of the actual benefit as follows:

- **Employees hired PRIOR to 3/1/2016** – may receive a maximum of \$1,058.50 as cash in lieu.
- **Employees hired ON OR AFTER 3/1/2016** – maximum cash in lieu is the dollar amount equal to 100% of the lowest cost medical plan for the employee only coverage level.
- Proof of other coverage and signed agreement and waiver are required. Employee may elect cash in lieu either 1) when first eligible for benefits, 2) during annual open enrollment period, or 3) due to a qualifying event.

DEFERRED COMPENSATION

- ICMA-RC 457 Plan, Roth IRA
- Employee may make voluntary contributions from pay-check
- Unused cafeteria allowance may be directed to 457 plan

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

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 pay 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/FLOATING HOLIDAY

- 90 hours per calendar year (City observed holidays)
- 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
- Based on 10 hour day

SICK LEAVE

- 8 hours per month to a maximum of 1250 hours
- No accrual during first 30 days of employment

“The City of Gracious Living”

City of Upland



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EDUCATIONAL INCENTIVE

- Available after 2 years of City service (job-related degree must be awarded on or after reaching 2 years service).
- One-time payment of the applicable percentage of annual base salary
- AA/AS with 2 years = 5%
- BA/BS with 2 years = 7.5%
- MA/MS with 2 years = 10%

LONGEVITY PAY

- 2.0% of base salary with 10 yrs of continuous service (merit based, refer to MOU)
- 2.5% of base salary with 20 yrs of continuous service

BILINGUAL PAY

- \$100/month for utilizing bilingual Spanish skills a substantial portion of the time
- Employee must be certified by testing; arranged for by Human Resources

UNIFORM ALLOWANCE

- \$200/yr. after completion of 12 months of employment
- Animal Control Officer, Business License Inspector, Police Dispatcher, Police Records Specialist, Police Service Technician, Forensic Specialist, Code Enforcement Officer, Building Inspectors, Fire Inspectors
- 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.
- Refer to MOU for eligible classifications.

BEREAVEMENT LEAVE

- Up to 30 hours with pay per occurrence in the event of death in immediate family (refer to MOU)
- May use up to 5 consecutive days accrued sick leave for death of a relative up to 2 generations removed

STANDBY

- Employees assigned to standby duty receive prevailing minimum wage, for 2 hours Monday-Thursday, 8 hours on Friday, 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.
- Refer to MOU for further details

MATRON PAY

- 2.5% of salary when assigned to matron duties (Dispatcher and Police Service Technicians only)

CALL-BACK PAY

- Time and one half, for a minimum of 2 hours, if called out after regular hours and the employee has worked over 40 hours a week. Applies when situation is not known in advance.

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

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

- Retirement Health Savings (RHS) Accounts through ICMA-RC with City contributions 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, may take 50% of accrued sick leave up to a maximum of 625 hours as cash OR as personal leave just prior to retirement

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Updated: 06/20/2016