

# City of Upland



## UPLAND FIRE FIGHTER BENEFITS SUMMARY: FIREFIGHTER/PARAMEDIC, FIRE ENGINEER, FIRE CAPTAIN

### RETIREMENT - CalPERS

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

- 3% AT 55, single highest year
- Effective 7/1/2013, employees pay 9% of salary
- 1959 Survivor’s Benefit, 3<sup>rd</sup> level survivor benefit

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

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

### PARAMEDIC INCENTIVE PAY

- 15% of step 13 in the Firefighter salary range
- Included in Firefighter base salary when assigned to and certified as a Paramedic
- Firefighters who receive the Paramedic Incentive will be eligible to continue receiving the paramedic incentive when they promote to Fire Engineer

### HEALTH INSURANCE - CAFETERIA PLAN

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

**Employees hired PRIOR to 1/1/2016:**

- \$1,031.23 monthly cafeteria plan allowance

**Employees hired ON OR AFTER 1/1/2016:**

Monthly cafeteria allowance is 100% of the lowest cost medical, dental, and vision plans based on selected coverage level (employee only = \$493.29, employee +1= Maximum \$1,031.23, employee+2 or more = Maximum \$1,031.23) .

### CASH IN LIEU

If an employee has outside medical coverage, such as through a spouse/domestic partner or other source, employee may take the unused portion of the monthly cafeteria allowance as cash in lieu of the benefit as follows:

- **Employees hired PRIOR to 1/1/2016** – may receive a maximum of \$1,031.23 as cash in lieu.
- **Employees hired ON OR AFTER 1/1/2016** – maximum is the dollar amount equal to 100% of the premium for the lowest cost medical plan for 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
- Any remaining cafeteria allowance may be contributed
- May make voluntary contributions from paycheck
- Roth IRAs and savings bonds also available

### 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

- Employees working 24 hour shifts accrue vacation as follows:
- 1-2 years = 5.5 shifts per year
- 3-5 years = 6.5 shifts per year
- 6-10 years = 8.5 shifts per year
- 11-16 years = 9.0 shifts per year
- 17 years = 9.5 shifts per year
- 18-19 years = 10.5 shifts per year
- 20+ years = 11.0 shifts per year

### VACATION – DEPUTY FIRE MARSHAL

The Dep. Fire Marshal shall accrue vacation as follows:

- 1-2 years = 96 hours per year
- 3-5 years = 120 hours per year
- 6-16 years = 152 hours per year
- 17+ years = One additional day (8 hours) per year up to maximum of 176 hours per year

### SICK LEAVE

- Shift personnel earn 5.5 **shifts** of sick leave per year (5.17 hours per pay period) to a maximum accrual cap of 1250 hours

### HOLIDAY PAY

- Employees working a 24 hour schedule are compensated for City observed holidays with 5.53 hours of holiday pay per pay period

*“The City of Gracious Living”*

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### **EDUCATIONAL PAY**

Available after serving one consecutive year of full time employment with the City as follows:

- AA/AS = 2.5% of base salary
- BA/BS = 5% of base salary
- Not cumulative, 5% maximum
- College degree must be in Fire Science or related field

### **SPECIAL ASSIGNMENT PAY**

- Hazardous Materials Assignment: 2.5% of Step 13 of Fire Engineer salary range
- Minimum 3 year assignment

### **OVERTIME PAY**

- Shift fire personnel receive straight-time pay for all hours worked in a 12 day "work period" to a maximum of 216 hours except where other special arrangements are made with supervisors.
- Shift personnel receive additional half time pay for hours worked between 204 and 216.

### **CASH OUT OF VACATION**

- Cash in lieu of unused vacation for up to 48 hours of vacation if have used at least 48 hours of vacation during the preceding year.
- Refer to MOU for additional details

### **LONGEVITY**

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

### **LONG TERM DISABILITY**

- Benefit pays 66 2/3% of base salary to a maximum of
- \$5,000 per 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.

### **UNIFORMS**

- Required uniforms are provided by the City at time of hire
- Deputy Fire Marshal receives uniform allowance of \$174 per year for the purchase, maintenance and cleaning of uniforms after completion of 12 months of employment

### **BEREAVEMENT LEAVE**

- May use up to 5 consecutive days of accrued sick leave for death of a spouse or blood relation up to 2 generations removed, including spouse's parents
- City will consider requests of bereavement leave for death of aunt and uncle on case by case basis

- Up to 4 hours per year to attend funeral services in the City of Upland for situations other than the above with Department approval

### **MINIMUM CALL-BACK**

- Minimum of 2 hours compensation provided for an employee who is "called back" to duty after a break in service from regularly scheduled shift

### **MERITORIOUS PAY**

- If less than 24 hours of sick leave is used from December 1<sup>st</sup> through November 30<sup>th</sup> and have at some time during that period accrued 1000 hours of sick leave, and has between 952 and 1000 hours of accrued sick leave as of December 1<sup>st</sup>, the member will receive \$200 first payday in December.
- Employees recommended by their department heads and approved by the City Manager may be granted a 5% increase in base salary for 3 months, 6 months, or 1 year. Refer to MOU for further details.

### **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 MEDICAL BENEFIT TRUST**

- All unit employees are required to participate in the Upland Firefighter Association's **Retiree Medical Benefit Trust** and to make periodic contributions in amounts set by the association
- Upon service or disability retirement from the City, employees may elect one of three options for payment of 50% of unused sick leave up to a maximum 625 hours

### **RETIREE HEALTH INSURANCE REIMBURSEMENT**

- The City provides a health insurance reimbursement program for employees who retire from the City based on date of hire and continuous years of service.
- Refer to MOU for further details.

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