

# City of Upland



## UPLAND FIRE MANAGEMENT ASSOCIATION BENEFITS SUMMARY: BATTALION CHIEFS, DEPUTY FIRE CHIEFS

### 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

### 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:**

- \$1,072.50 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 \$1,072.50, employee+2 or more = Maximum \$1,072.50) .

### 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 \$1,072.50 per month 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.

### LIFE INSURANCE (METLIFE)

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

### DEFERRED COMPENSATION

- ICMA-RC 457 plan
- City contributes 6% of employee’s base monthly salary to 457 plan; This amount may also be used toward cafeteria options (medical, dental, vision).
- Employee may make additional, voluntary contribution from pay check
- Any unused cafeteria allowance may be contributed
- Roth IRA’s and savings bonds also available

### 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 – DEPUTY FIRE CHIEFS

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

### VACATION – FIRE BATTALION CHIEFS

Vacation will accrue for Battalion Chiefs working 24 hour shifts based on the following schedule:

- 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 Shifts per year
- 17 years 9.5 Shifts per year
- 18 – 19 years 10.5 Shifts per year
- 20 + years 11 Shifts per year

### EXECUTIVE LEAVE

- **Deputy Fire Chiefs** receive 50 hours annually
- Must be used within the calendar year or it will be removed from the books as of December 31<sup>st</sup> each year
- Fire Battalion Chiefs are not eligible for Executive Leave

### HOLIDAY - FLOATING HOLIDAY

- **Battalion Chiefs** working 24 hour schedule are compensated for City observed holidays with 5.53 hours of holiday pay per pay period
- **Deputy Fire Chiefs** receive 40 hours of floating holiday annually

*“The City of Gracious Living”*

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- Floating holiday hours must be used during the calendar year or will be removed from the books as of December 31<sup>st</sup> each year.

### SICK LEAVE

- **Battalion Chiefs** working 24 hour schedule earn 11.2 hours of sick per month to a maximum of 1250 hours
- **Deputy Fire Chiefs** working 40 hour schedule earn 8 hours of sick per month to a maximum of 1250 hours
- No sick leave accrual during first 30 days of employment

### LONGEVITY PAY

- 2.5% of base salary with 20 yrs of continuous service

### CALL BACK PAY

- Battalion Chiefs: Minimum of 2 hours of pay at straight time when called back to work for emergency recall from their off duty period.

### SPECIAL ASSIGNMENT PAY

- Hazardous Materials Assignment: 2.5% of Step 13 of Fire Engineer salary range
- Must be certified as Hazardous Materials Specialist
- Minimum 3 year assignment

### UNIFORM ALLOWANCE

- **\$1,054 per year for the purchase, maintenance and cleaning of uniforms after completion of 12 months of employment**
- Uniforms provided at time of hire

### 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 or 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 Head approval

### PREVENTATIVE HEALTH BENEFIT

- Unit employees may be reimbursed up to \$180 annually for purchase of items, classes, memberships or programs which contribute to physical fitness.
- Reimbursement made in June of each year

### VACATION BUYBACK

- Each year in December, unit employees may be paid cash in lieu of unused vacation for up to 60 hours of vacation if they have used at least 40 hours of vacation during the preceding 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 mid-night 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

- 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 retirement from the City of Upland.
- City will provide health insurance reimbursement for employees who retire from the City of Upland based on hire date and years of service (refer to MOU).
- Upon service or disability retirement, employees may elect one of three options for allocation of unused sick leave:
  1. 50% of accrued sick leave up to 625 hours contributed to the employee's RMBT account
  2. 50% of accrued sick leave up to 625 hours contributed to employee's ICMA 457 plan (as long as total contribution for the year does exceed max per IRS rules)
  3. 50% of accrued sick leave up to 625 hours may be used as personal leave just prior to retirement

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Updated: 06/20/2016