

City of Upland



MID-MANAGEMENT EMPLOYEES ASSOCIATION 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

“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 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 selected.

Employees hired PRIOR to 3/1/2016:

- \$986.50 monthly cafeteria plan allowance
- \$1,112.50 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 \$986.50 based on applicable coverage level (employee only = \$493.29, employee+1= \$981.78, employee +2 or more = \$986.50); maximum of \$1,112.50 effective 1/1/2017.

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 any or all of the actual benefit as follows:

- **Employees hired PRIOR to 3/1/2016** – may receive a maximum of \$986.50 as cash in lieu.
- **Employees hired ON OR AFTER 3/1/2016** – maximum cash in lieu employee may receive is the dollar amount equal to 100% of the premium amount for the lowest cost medical plan for the EMPLOYEE ONLY coverage level (\$466.11).
- 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 life event.

DEFERRED COMPENSATION

- City contributes 7% of employee’s base monthly salary to 457 deferred comp plan
- This amount may also be used toward cafeteria options (medical, dental, vision).

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 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 = one additional day(8 hours) per year to a maximum of 176 hours

EXECUTIVE LEAVE

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

HOLIDAYS/FLOATING HOLIDAY

- 90 hours per year calendared
- 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

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 (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%
- PhD with 2 years = 10%
- JD 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

BEREAVEMENT LEAVE

- Up to 30 hours with pay annually (calendar year) 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

PREVENTATIVE HEALTH BENEFITS

- Reimbursement up to \$225 per year 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

VACATION BUYBACK

- May be paid cash in lieu of unused vacation for up to 60 hours of vacation if have used at least 40 hours of vacation during the preceding year. Payment will be made 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.
- 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 service or disability retirement with 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: 04/20/2016