

City of Upland



POLICE OFFICERS 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)

- 3% AT 55, single highest year
- Employee pays 10.5% of salary eff. 1/1/2016
- Employee pays 12% of salary eff. 7/1/2016
- 1959 Survivor's Benefit, 3rd 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
- Employee pays 12.25% of salary;
- 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 1/1/2016:

- \$1,141.00 monthly cafeteria plan allowance
- \$1,267.00 per month effective 1/1/2017

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, employee +1, employee+2 or more) to a maximum of \$1,141.00, maximum of \$1,267.00 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 the benefit as follows:

- **Employees hired PRIOR to 1/1/2016** – may receive a maximum of \$1,015.00 as cash in lieu.
- **Employees hired ON OR AFTER 1/1/2016** – maximum is the dollar amount equal to 100% of the premium amount 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
- The City contributed \$250 per month for **Detectives**
- The City contributed \$200 per month for Police Officers with 15 years of continuous service
- Roth IRA 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

- 1-2 years = 96 hours
- 3-5 years = 120 hours
- 6-10 years = 152 hours
- 11-13 years = 160 hours
- 14-16 years = 168 hours
- 17 + years = additional day per year to a max. of 176 hrs

VACATION BUYBACK

- Paid cash in lieu of unused vacation for 40 hours of vacation if have used at least 40 hours of vacation in a calendar year. Payment will be made the first payroll of December.

SICK LEAVE

- 8 hours per month to a maximum accrual of 1250 hours

SICK LEAVE BUYBACK

- Unit members, who use less than 40 hours of sick leave between November 1 and October 31 of each year, may request to cash out 20 hours of sick leave each year. Payment will be made the first pay period in December of each calendar year.

"The City of Gracious Living"

City of Upland



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HOLIDAY PAY

- 4.61 hours per pay period for City designated holidays

EDUCATIONAL INCENTIVE

- Available after employee reaches Step 4 of salary range
- AA/AS = 2.5%
- BA/BS = 5%
- Intermediate POST Certificate = 2.5%
- Advanced POST Certificate = 5%
- Not cumulative; maximum allowable of 10% of base salary

LONGEVITY PAY

- 2.5% of base salary with 10 yrs of continuous service (pursuant to merit rule)
- 5% of base salary with 20 yrs of continuous service

BILINGUAL PAY

- 2.5% of base salary for utilizing bilingual skills a substantial portion of the time on duty – must pass a fluency exam

UNIFORM REPLACEMENT, MAINTENANCE AND CLEANING ALLOWANCE

- Receive \$884 per year after 12 months of employment
- Paid twice a year (1/2 in June and 1/2 in December)

BEREAVEMENT LEAVE

- May use up to 5 consecutive days of accrued sick leave for death of a relative up to 2 generations removed
- Up to 4 hours per year for funeral services in the City of Upland for situations other than the above with Dept. Head approval.

OVERTIME

- Time and one half or equivalent CTO (compensatory time off) for each hour worked in excess of 40 hour work week
- Maximum CTO accrual 240 hours

COURT CALL OUT

- Minimum 3 hours compensation paid at time and one half if called to court during off duty time

COURT STANDBY

- On-call status for court paid at 2.5 hours at overtime rate per day

DETECTIVE STANDBY PAY

- \$400 per week for each week of call-out assignment

SPECIAL ASSIGNMENT PAY

- 5% of base salary for the following special assignments:
- Impact Officers, Canine Officers, Motorcycle Officers, Narcotics Officers, School Resource Officers (SRO), and Detective Lead. Field Training Officers (FTO) 5% for up to 10 designated officers determined by Police Chief.

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.)

MERITORIOUS PAY

- If less than 24 hours of sick leave is used from December 1st through November 30th 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 1st, the member will receive \$200 on the first pay-day in December.

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, 50% of accrued sick leave, 100% of accrued vacation and 100% of comp time will be converted to cash and deposited into the member's RHS Account on a tax deferred basis
- City will contribute a portion of health insurance premiums for retiree and spouse based on hire date and years of service

For additional benefit information, please visit
www.ci.upland.ca.us.

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