

**CITY OF UPLAND  
FIRE MANAGEMENT**

**BENEFIT SUMMARY**

**PERS**

- 3 % AT 55, single highest year
- City pays employee 9%
- Employee pays 5.8% of salary, pre-tax
- 1959 Survivor's Benefit, 3<sup>rd</sup> level survivor benefit
- EPMC

**CAFETERIA**

- \$946.50/month
- Options: health, dental, vision, deferred comp, Savings bonds, additional life insurance

**DEFERRED COMPENSATION**

- 6% of base monthly salary
- May be used towards cafeteria options

**LIFE INSURANCE**

- Minimum \$50,000 policy, up to 1 X annual salary

**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**

**Fire Division Chief's:**

- 1-2 years = 96 hours
- 3-5 years = 120 hours
- 6-16 years = 152 hours
- 17+ years = additional day per year to a max of 176 hours

**Fire Battalion Chief's:**

01 – 02 years	5.5 Shifts per year
03 – 05 years	6.5 Shifts per year
06 – 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**

- 40 hours per year for Division Chief's
- Fire Battalion Chief's are not eligible for Executive Leave

**HOLIDAYS**

- 88 hours per year calendared
- 40 hours per year floating

**SICK LEAVE**

- 8 hours per month to a maximum of 1250 hours

**LONGEVITY**

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

**UNIFORM REPLACEMENT, MAINTENANCE AND CLEANING ALLOWANCE**

\$1054 per year

**WORKERS' COMPENSATION**

- All medical bills paid plus up to one year full wage continuance

**BEREAVEMENT LEAVE**

- May use up to 5 consecutive days accrued sick leave for death of a relative up to 2 generations removed
- 4 hours for funeral for friends or relatives not covered under sick leave policy

**PREVENTATIVE HEALTH BENEFITS**

- Reimbursement up to \$180/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, 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

**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 in a calendar 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.

**RETIREE BENEFITS**

- May take ½ of accrued sick leave up to a maximum of 500 hours as personal leave just prior to retirement
- City will pay portion of health insurance premiums for retiree and dependent if over 10 years of service
- Retiree Health Savings Accounts with City contributions based upon years of service

benefitssummary-firemgmt (rev.12/08/js)