

**CITY OF UPLAND  
POLICE CAPTAINS**

**BENEFIT SUMMARY**

**PERS**

**“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
- Employees pay 9%
- 1959 Survivor’s Benefit, 3<sup>rd</sup> level survivor benefit

**“New Members” (Members never enrolled in CalPERS or members that have 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

**CAFETERIA**

- \$1,015.00/ month
- Options: health, dental, vision, deferred comp, Savings bonds, additional life insurance, Roth IRA’s

**DEFERRED COMPENSATION**

- 5% of base monthly salary to be used for deferred comp only

**LIFE INSURANCE**

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

**VACATION**

- 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

**EXECUTIVE LEAVE**

- 32 hours per year

**HOLIDAYS**

- 88 hours per year calendared
- 32 hours per year floating (holidays based on 10 hour day)

**SICK LEAVE**

- 8 hours per month to a maximum of 1250 hours

**LONGEVITY**

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

**WORKERS’ COMPENSATION**

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

**EDUCATIONAL INCENTIVE**

- 2.5% for POST Management Certificate
- 2.5% of base salary for a Bachelor’s degree OR
- 5% of base salary for Master’s Degree

**BILINGUAL PAY**

- \$50/month for utilizing bilingual Spanish skills a substantial portion of the time – must pass a proficiency exam

**UNIFORM REPLACEMENT/MAINTENANCE AND CLEANING ALLOWANCE**

- Receive \$829/year

**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

**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; cash out of leave upon retirement.

**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

**MEDICARE**

- Effective April 1, 1986, Federal law requires all new employees and the City to each contribute 1.45% of salary to Medicare.

### **VACATION BUYBACK**

- Paid cash in lieu of unused vacation for 60 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 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 payroll of 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.)