

CITY OF UPLAND
POLICE MANAGEMENT
Police Sergeants & Lieutenants

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, 3rd 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 pay 12.25%;
- 1959 Survivor’s Benefit, 3rd 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
- 6-10 years = 152 hours
- 11-13 years = 160 hours
- 14-16 years = 168 hours
- 17+ years = additional day per year to a max of 176 hours

EXECUTIVE LEAVE

- 30 hours per year for Lieutenants
- 20 hours per year for Sergeants

HOLIDAYS

4.61 hours per pay period

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

- AA/AS = 2.5%
- BA/BS = 5%
- Int. POST = 2.5%
- Adv. POST = 5%
- Not cumulative, 10% max.

BILINGUAL PAY

- 2.5% of salary 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 12 months after sworn in
- Payment in 2 lump sums on first payday in December and June of each 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

COURT TIME

- 2 hour minimum paid at 1 ½ for other than regularly assigned duty hours

STANDBY

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

CALL BACK

- 1 ½ if called in on day off; no minimum hours

OVERTIME

- 1 ½ or equivalent CTO for attendance at staff meetings only

MERITORIOUS PAY

- If less than 24 hours of sick time is used from December – November and have at some time during that period accrued 1000 hours of sick leave, will receive \$500 first payday in December.

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 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.

RETIREE BENEFITS

Available after 5 years:

- 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.

MEDICARE

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

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.)