

**CITY OF UPLAND  
MID-MANAGEMENT GROUP**

**BENEFIT SUMMARY**

**PERS**

**“Classic Members” (Members currently enrolled in CalPERS prior to 1/1/2013 with no greater than 6 month break in service)**

- 2.5 % AT 55, single highest year
- Employee pays 3.4%; Effective 7/1/2013, employees pay 4%; Effective 1/1/2014 employees pay 8%
- 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 % AT 62, 3 final years of employment
- Employees hired or promoted after 1/1/2013 pay 6.75%;
- 1959 Survivor’s Benefit, 3<sup>rd</sup> level survivor benefit

**CAFETERIA**

- \$860.50/month
- Options: health, dental, vision, deferred comp, Savings bonds, additional life insurance, ROTH IRA’s, annual physical.
- Cash option: Employees with other health coverage not with the City can receive a \$300.00 from their cafeteria amount.

**DEFERRED COMPENSATION**

- 7% of base monthly salary
- May be used towards cafeteria options

**LIFE INSURANCE**

- Minimum \$25,000 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**

- 1-2 years = 80 hours
- 3-5 years = 96 hours
- 6-10 years = 128 hours
- 11-16 years = 136 hours
- 17+ years = additional day per year to a max of 176 hours

**EXECUTIVE LEAVE**

- 50 hours per year

**HOLIDAYS**

- 90 hours per year calendared
- 40 hours per year floating (holidays based on 10 hour day)

**SICK LEAVE**

- 8 hours per month to a maximum of 1250 hours

**EDUCATIONAL INCENTIVE**

- Available after 2 years of City service
- One-time payment of the % of total annual base salary at the time a job-related degree is awarded, combined with years of service. (% awarded if degree not required for position)
  - 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**

- 2.5% of salary after 20 years of service

**BEREAVEMENT LEAVE**

- May use up to 5 consecutive days accrued sick leave for death of a relative up to 2 generations removed
- 30 hours with pay annually in the event of death in the immediate family

**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 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**

Available after 5 years of service:

- May take ½ of accrued sick leave up to a maximum of 625 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