

City of Upland



UPLAND EXECUTIVE MANAGEMENT BENEFITS SUMMARY

HEALTH INSURANCE - CAFETERIA PLAN

Benefit options: Kaiser and Anthem medical plans, Delta Dental PPO plans or MetLife Dental DHMO, Standard Vision Plans. Employee must pay the difference between city contribution and actual premium of plan(s) selected.

- \$1,400.00 Monthly cafeteria allowance

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 and HSA
- Supplemental life, accident, critical illness insurance

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.

PREVENTATIVE HEALTH BENEFITS

- Reimbursement up to \$225 per year for purchase of items, classes, memberships or programs which contribute to physical fitness: other uses as may be approved by the City Manager
- Items considered acceptable are defined in City of Upland's policy on Preventative Health Benefits
- Reimbursement will be made in June each year

UNIFORM ALLOWANCE

- Police Chief receive \$1,000 per year for the cleaning and/or replacement of uniforms Uniform is provided at time of hire

VEHICLE ALLOWANCE

- Police Chief shall receive a City vehicle to take home
- All other departments heads receive \$350/month

CELL PHONE ALLOWANCE

- One hundred dollars (\$100) or use of City-issued cell phone.

RETIREMENT - CalPERS

"Classic Employees" (Members currently enrolled in CalPERS prior to 1/1/2013), hired after January 1, 2020

- 2.5 % AT 55, single highest year
- Employee pays 8% of salary and 1.4% cost share
- 1959 Survivor's Benefit, 3rd level survivor benefit

"PEPRA Members" (Members never enrolled in CalPERS or members who have greater than 6 month break in service)

- 2 % AT 62, 3 final years of employment
- Employees hired after 1/1/2013 pay 7.25% of salary;
- 1959 Survivor's Benefit, 3rd level survivor benefit

"Safety Classic Members" (Members currently enrolled in CalPERS prior to 1/1/2013)

- 3 % at 55, single highest year
- Employees pay 9%
- 1959 Survivor's Benefit, 3rd level survivor benefit

"Safety New Members" (Members never enrolled in CalPERS or members that have greater than 6 month break in service)

- 2.7 % at 57, final 3 consecutive years of employment
- Employees hired after 1/1/2013 pay 13.75%;
- 1959 Survivor's Benefit, 3rd level survivor benefit

401 (a)

- City contributes 9% of employee's base monthly salary to 401 (a) plan.

DEFERRED COMPENSATION

- Deferred 457 Plan and Roth 457 option.
- Exempt employees may transfer unused cafeteria funds to the deferred compensation plan.
- Employee may make additional voluntary contributions up to IRS limits

TAXES

- 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

LONGEVITY PAY

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

"The City of Gracious Living"

City of Upland



UPLAND EXECUTIVE MANAGEMENT BENEFITS SUMMARY

PAYCHECKS

- Paychecks are issued every other Thursday
- 26 pay-periods per year

VACATION

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

VACATION - Police Chief:

- 1-2 years of service = 96 hours
- 3-5 years of service = 120 hours
- 6-16 years of service = 152 hours
- 17+ years = One additional day(10 hours) per year to a maximum of 176 hours per year

VACATION BUYBACK

- Executive employees may be paid cash in lieu of unused vacation, sick leave, and/or executive leave for up to 80 hours in December of each year.
- An additional 80 hours of vacation may be cashed out in June of each year.

HOLIDAYS/FLOATING HOLIDAY

- 20 hours of floating holiday per calendar year
- Executive leave not used by first pay period in December will automatically be cashed out on the second pay period of December
- City Hall and most city department will be permanently closed from Christmas Day through New Year's Day
- See MOU for approved City Holidays

SICK LEAVE

- 8 hours per month to a maximum of 1250 hours

EXECUTIVE LEAVE

- 80 hours per calendar year
- Executive leave not used by first pay period in December will automatically be cashed out on the second pay period of December

BEREAVEMENT LEAVE

- Up to 30 hours annually per occurrence (calendar year) with pay in the event of death in immediate family (refer to MOU)
- May use up to 4 hours per year to attend funeral services

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Updated: 01/01/2023