

City of Upland



UPLAND POLICE OFFICERS ASSOCIATION 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.

BENEFITS BEGIN 1ST OF THE MONTH FOLLOWING 30 DAYS CONTINUOUS EMPLOYMENT—Must enroll at time of hire or annual open enrollment only.

Employees hired PRIOR to 3/1/2016:

- \$1,500 per month cafeteria plan allowance effective 1/1/2024
- \$1,700 per month cafeteria plan allowance effective 1/1/2025
- \$1,900 per month cafeteria plan allowance effective 1/1/26

Employees hired prior to 3/1/16 may transfer unused Cafeteria Plan funds to the Deferred Compensation 457(b) plan.

Employees hired ON OR AFTER 3/1/2016:

- Monthly cafeteria allowance is 100% of the lowest cost medical, dental, and vision plans. The cost for this coverage will not exceed the amounts stated above.

COLA

- 5% increase in base effective 6/25/23
- 2% increase in base effective 6/23/24
- 2% increase in base effective 12/8/24
- 2% increase in base effective 6/22/25
- 2% increase in base effective 12/7/25

LIFE INSURANCE (METLIFE)

- City paid life \$150,000 and AD&D \$150,000
- Employee may cover dependents for additional cost

FLEXIBLE SPENDING & SUPPLEMENTAL INSURANCE

- Available through CPI
- Section 125 Health and Dependent Care flexible spending plans and HSA through Lively
- Supplemental life, accident, critical illness insurance through Trustmark

PREVENTATIVE HEALTH

- Reimbursement up to \$250 per year for purchase of items, classes, memberships or programs which contribute to physical fitness as defined by defined in City of Upland's policy on Preventative Health Benefits.
- Reimbursement will be made in June each year

UNIFORM ALLOWANCE

- \$1,000 per year for purchase, maintenance and cleaning after completion of 12 months of employment
- Paid at \$38.46 per pay period

EDUCATIONAL INCENTIVE

- AA/AS= 2.5% or BA/BS= 5%
- Int. POST= 2.5% or Adv. POST= 7.5%
- Not cumulative, maximum allowable of 12.5% of base salary

TUITION REIMBURSEMENT

- Up to \$3,500 per fiscal year (job related education)
- Refer to MOU for eligibility

RETIREMENT- CalPERS

“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
- Employee pays 12% of salary
- 1959 Survivor's Benefit, 3rd level survivor benefit

“New Members” (Members never enrolled in CalPERS or members with greater than 6 month break in service)

- 2.7 % AT 57, 3 final years of employment
- Employee pays 14.5% of salary;
- 1959 Survivor's Benefit, 3rd level survivor benefit

RETIREE BENEFITS

(Employees hired after 7/1/23)

- Retirement Health Savings (RHS) Accounts with City contributions on employee's behalf beginning at 5 years of continuous service. (refer to MOU)
- Upon retirement, 50% of accrued sick leave, 100% of accrued vacation and 100% of comp time will be converted to cash and deposited into the member's RHS Account on a tax deferred basis
- City will provide health insurance reimbursement for employees who retire from the City of Upland based on hire date and years of service (refer to MOU).

DEFERRED COMPENSATION

- Empower Retirement 457 plan, Roth 457 option
- \$100/mo to 457 plan on employees behalf (defer comp only)
- Employee may make additional voluntary contributions
- Police Detective/Corporals will receive an additional \$250 per month
- Police Officer with a minimum of 15 years of continuous service with the City will receive an additional \$200 per month

TAXES

- 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

BILINGUAL PAY

- 2.5% of salary for utilizing bilingual skills a substantial portion of the time
- Must pass a fluency exam

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LONGEVITY

- 2.5% increase in base salary after 5 years continuous service
- 5 % increase in base salary after 10 years continuous service
- 7.5% increase in base salary after 15 years continuous service

COURT STANDBY

- Police Officers and Detectives in on-call status for court will be paid at 2.5 hours at the rate of one and one-half (1.5) their regular pay

DETECTIVE STANDBY PAY

- \$500 per week or 10 hours of compensatory time off for each week of call-out assignment

SPECIAL ASSIGNMENT PAY

- 5% of base salary for special details (refer to MOU)
- 5% of base salary while serving as FTO
- 2.5% of base salary for Lead Canine Officer

OVERTIME PAY

- Unit employees shall receive overtime at one and one half times their regular rate of pay for time worked in excess of 40 hours in a 7 day work period

ON CALL PAY

- \$80 per day (refer to MOU)

COMPENSATORY TIME OFF (CTO)

- Employees in this unit may not accrue more than 240 hours

MERITORIOUS PAY

- Any Police Officer or Detective who uses 24 hours or less sick time from December 1st through November 30th, and has at some time during this period accrued 1000 hours of sick leave, and has between 952 and 1000 hours of accrued sick leave as of December 1st will receive \$200 payable in December.
- Employees recommended by their department heads and approved by the City Manager may be granted a 5% increase in base salary for 3 months, 6 months, or 1 year.

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.)
- 26 pay-periods per year

VACATION

- 1-2 years = 96 hours/yr.
- 3-5 years = 120 hours/yr.
- 6-10 years = 152 hours/yr.
- 11-13 years = 160 hours/yr.
- 14-16 years = 168 hours/yr.
- 17+ years = 180 hours/yr.

(Any hours over 500 will be cashed out on the pay period that the maximum accrual is reached.)

VACATION BUYBACK

- May be paid cash in lieu of unused vacation for up to 40 hours of vacation if they have used at least 40 hours of vacation during the preceding year.
- Request must be made in writing to Human Resources by December 1st
- Payment shall be made by separate check the first pay period in June and the first pay period in November

HOLIDAYS/FLOATING HOLIDAYS

- 4.61 hours per pay period for City designated holidays

SICK LEAVE

- 8 hours per month to a maximum accrual of 1250 hours
- No sick leave may be granted during the first 30 days of employment with the City.

SICK LEAVE BUYBACK

- Employees who use less than 40 hours of sick leave between Jan. 1 and Dec 31st of the calendar year prior may request to cash out 20 hours of sick leave each year
- Request must be made in writing to Human Resources by December 1st
- Payment shall be made the first pay period in June and the first pay period in November.

BEREAVEMENT LEAVE

- Up to 5 days with pay per occurrence in the event of death of a qualified family member (refer to MOU)
- No use during first 30 days of employment.