

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.

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

- \$2,000 per month cafeteria plan allowance effective 1/1/2027

COLA

EXECUTIVES

- 3% increase in base effective 6/21/26
- 4% increase in base effective 6/21/26 (Police Chief)

DEPUTY DIRECTORS

- 6/21/2026 - 3%

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 \$250 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 receives \$38.46 per pay period (\$1,000 per year) for purchase, maintenance and cleaning of uniforms. Uniform is provided at time of hire.

BILINGUAL PAY

- \$100/month for utilizing bilingual skills a substantial portion of the time, if not required as condition of employment in position

- Employee must be certified by testing; arranged for by Human Resources

VEHICLE ALLOWANCE

- Police Chief shall receive a City vehicle to take home
- All other departments heads receive \$500/month
- Deputy Directors receive \$300/month

CELL PHONE ALLOWANCE

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

TUITION REIMBURSEMENT

- Up to \$3,500 per fiscal year
- Refer to MOU for eligibility

EDUCATION INCENTIVE

Deputy Director's receive additional compensation over base salary for a job-related degree above the minimum requirements required of the position.

- MA/MS = 5% above base salary

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 8% 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 14.50%;
- 1959 Survivor's Benefit, 3rd level survivor benefit

City of Upland



UPLAND EXECUTIVE MANAGEMENT BENEFITS SUMMARY

401 (a)

- City contributes 9% of employee's base monthly salary to 401 (a) plan
- City contributes 8% of employee's base monthly salary to 401 (a) plan for Deputy Directors

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

- 5% of base salary with 20 yrs. of continuous service

PAYCHECKS

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

VACATION

- 1-2 years = 80 hours
- 3-5 years = 100 hours
- 6-10 years = 140 hours
- 11-16 years = 160 hours
- 17+ years = 180 hours

May accrue up to 500 hours of vacation.

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

VACATION - Police Chief:

- 1-2 years of service = 100 hours
- 3-5 years of service = 140 hours
- 6-16 years of service = 168 hours
- 16+ years = 180 hours per year

May accrue up to 500 hours of vacation.

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

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 November of each year
- An additional 80 hours of vacation may be cashed out in June of each year

DEPUTY DIRECTORS

- Employees may be paid cash in lieu of unused vacation, sick leave, and/or executive leave for up to 60 hours in November of each year

- An additional 60 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 in 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

- Executives will receive 100 hours per calendar year
- Deputy Directors will receive 80 hours per calendar year
- Executive leave not used by first pay period in December will automatically be cashed out on the pay date in January that covers the final pay period in December.

BEREAVEMENT LEAVE

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