



CHINO VALLEY FIRE DISTRICT

Teamsters, Local 1932

BENEFITS SUMMARY

Effective: July 2025

RETIREMENT	
CalPERS Retirement for Classic Members hired <i>before</i> January 1, 2013 (Article 13)	3% @ 55
Social Security Coverage	No
CalPERS Retirement for New Members hired <i>after</i> January 1, 2013	2% @ 62
'59 Survivors Benefit	Yes

BENEFITS	
Cafeteria Benefits (District Paid Health Allowance) (Article 12)	The District shall provide \$1,950 per month for each employee hired to offset the actual cost of health, dental, vision and/or qualifying life insurance in accordance with Government Code 53200.
Medical Plans	<p>HMO or PPO plans provided through CalPERS include:</p> <ul style="list-style-type: none"> • Anthem Select HMO • Anthem Traditional HMO • Blue Shield Access+ • Blue Shield Trio (Orange County) • Health Net Salud y Mas • Health Net Smart Care • Kaiser (CA) • PERS Gold • PERS Platinum • PORAC • United Healthcare Signature Value Alliance • United Healthcare Signature Value Harmony <p><i>Premiums vary depending on plan and coverage levels.</i></p>
Dental & Vision	<p>Dental HMO – Guardian Dental PPO - The Standard Vision - VSP</p>
Life Insurance (District Paid) (Article 16)	<p>Base Life Insurance \$250,000 Accidental Death/Dismemberment \$100,000</p>
Mandatory 401(a) Defined Contribution Plan	The District contributes \$550/month to a 401(a)-tax deferred compensation plan account established for each employee.

BENEFITS CONTINUED

Employee Assistance Plan (District Paid)	Employees and eligible dependents are covered by an Employee Assistance Plan for confidential/crisis help and intervention.								
Salary Increase (Article 5)	Effective the first pay period that includes July 1, 2025, an across-the-board salary increase of two percent (2%) for each bargaining unit position.								
Longevity Pay (Article 5)	<p>Employees covered by this Agreement will receive an increase in base pay on certain anniversary dates. The increases and the anniversary dates are:</p> <table style="margin-left: 40px; border: none;"> <tr> <td>10th Anniversary Date</td> <td style="text-align: right;">2.5%</td> </tr> <tr> <td>15th Anniversary Date</td> <td style="text-align: right;">2.5%</td> </tr> <tr> <td>20th Anniversary Date</td> <td style="text-align: right;">2.5%</td> </tr> <tr> <td>25th Anniversary Date</td> <td style="text-align: right;">2.5%</td> </tr> </table>	10 th Anniversary Date	2.5%	15 th Anniversary Date	2.5%	20 th Anniversary Date	2.5%	25 th Anniversary Date	2.5%
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Holiday Leave (Article 18)	<p>Fixed Holidays:</p> <ul style="list-style-type: none"> • New Year’s Day • Martin Luther King Day • 3rd Monday in February • Memorial Day • Independence Day • Labor Day • Veteran’s Day • Thanksgiving Day • Day after Thanksgiving • Day before Christmas • Christmas Day • New Year’s Eve Day • Two Floating Holiday 								

OPTIONAL BENEFITS

Tuition Reimbursement (Article 20)	Employees may be reimbursed up to \$2,500 per fiscal year for approved courses taken and successfully completed.
Education Pay (Article 6)	<p>Employees that possess an AA degree in a job-related field, as determined by the Fire Chief, shall receive \$100/month.</p> <p>Employees that possess a BA/BS degree in a job-related field, as determined by the Fire Chief, shall receive \$200/month.</p> <p>Employees that possess a Master’s degree in a job-related field, as determined by the Fire Chief, shall receive \$200/month.</p> <p>Unit employees are only entitled to one level of Education pay.</p>

OPTIONAL BENEFITS CONTINUED

Voluntary 457 Deferred Compensation Plan	The District offers Deferred Compensation through the provider Nationwide.
Bilingual Premium (Article 22)	At the discretion of the Fire Chief, an employee may be designated to receive a bilingual premium when, in the opinion of the Fire Chief, the employee's ability to speak, interpret, write and/or read a foreign language is commonly used by the employee in the discharge of his or her duties and is of a benefit to the District in its service to the community. The bilingual premium shall be equal to \$100.00 per month.
Other Special Pays	For other special pays, please refer to Article 7 of the Teamsters MOU.
Dependent Care Flex Spending	The District offers employees the option of contributing on a pre-tax basis to a Dependent Care Flex Spending account.
Health Flex Spending	The District offers employees the option of contributing on a pre-tax basis to a health care flex spending account.

LEAVE BENEFITS

Annual Accumulation (Article 18) Employees in regular positions shall accrue, on a pro-rata basis, vacation leave for completed pay periods. Such vacation allowance shall be available for use on the first day following the pay period in which it is earned provided an employee has completed thirteen (13) pay periods or its equivalent of continuous service from the employee's benefit date.	Length of Service	Annual	Maximum
	From Benefit Date	Vacation	Allowed
	<u>(Pay Periods)</u>	<u>Allowance</u>	<u>Unused</u>
	1 to 26	80 hrs	80 hrs
	27 to 52	88 hrs	168 hrs
	53 to 78	96 hrs	184 hrs
	79 to 104	104 hrs	200 hrs
	105 to 156	120 hrs	232 hrs
	157 to 182	128 hrs	248 hrs
	183 to 208	136 hrs	264 hrs
209 to 234	144 hrs	280 hrs	
235 to 494	160 hrs	320 hrs	
494 & over	168 hrs	336 hrs	
Annual Leave Cash Out (Article 18)	Employees may elect bi-annually to receive compensation for accrued vacation leave at the employee's current base rate in cash and/or directed to a District 457 Plan.		
Sick Leave (Article 18)	Employees in regular positions shall accrue sick leave for each payroll period completed, prorated on the basis of 96 hours per year, or 3.69 hours per pay period.		