



CHINO VALLEY FIRE DISTRICT

Teamsters, Local 1932

BENEFITS SUMMARY

Effective: July 2023

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

BENEFITS	
Cafeteria Benefits (District Paid Health Allowance) (Article 12)	The District shall provide \$1565 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 PERSCare PORAC United Healthcare <p><i>Premiums vary depending on plan and coverage levels.</i></p>
Life Insurance (District Paid) (Article 16)	Base Life Insurance \$250,000 Accidental Death/Dismemberment \$100,000
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

<p>Employee Assistance Plan (District Paid)</p>	<p>Employees and eligible dependents are covered by an Employee Assistance Plan for confidential/crisis help and intervention. These services are administered through The Counseling Team International.</p>								
<p>Salary Increase (Article 5)</p>	<p>Effective the first pay period of July, 2023, an across-the-board salary increase of two percent (2%) for each bargaining unit position.</p>								
<p>Longevity Pay (Article 5)</p>	<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;"> <tr> <td>10th Anniversary Date</td> <td>2.5%</td> </tr> <tr> <td>15th Anniversary Date</td> <td>2.5%</td> </tr> <tr> <td>20th Anniversary Date</td> <td>2.5%</td> </tr> <tr> <td>25th Anniversary Date</td> <td>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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<p>Holiday Leave (Article 18)</p>	<p>Fixed Holidays:</p> <ul style="list-style-type: none"> • New Year’s Day • Martin Luther King Day • President’s Day • Memorial Day • Independence Day • Labor Day • Veteran’s Day • Thanksgiving Day • Day after Thanksgiving • Christmas Eve • Christmas Day • New Year’s Eve • One Floating Holiday 								

OPTIONAL BENEFITS

<p>Tuition Reimbursement (Article 20)</p> <p>Reimbursement must be paid back in full if employee voluntarily separates from employment with the District within two years of receipt of funding.</p>	<p>Employees may receive reimbursement for out-of-pocket expenses for courses completed in the pursuit of job related education up to \$350 per course.</p> <p>The District will allocate \$12,500 per fiscal year for tuition reimbursement for Teamsters members.</p>
<p>Voluntary 457 Deferred Compensation Plan</p>	<p>The District offers Deferred Compensation through the provider Nationwide.</p>

OPTIONAL BENEFITS CONTINUED

<p>Education Pay (Article 6)</p>	<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>Bilingual Premium (Article 22)</p>	<p>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.</p>
<p>Direct Deposit</p>	<p>The District offers the option of Direct Deposits to all employees.</p>
<p>Dependent Care Flex Spending</p>	<p>The District offers employees the option of contributing on a pre-tax basis to a Dependent Care Flex Spending account.</p>
<p>Health Flex Spending</p>	<p>The District offers employees the option of contributing on a pre-tax basis to a health care flex spending account.</p>

LEAVE BENEFITS

<p>Annual Accumulation (Article 18)</p> <p>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.</p>	<table border="0"> <thead> <tr> <th style="text-align: left;">Length of Service From Benefit Date <u>(Pay Periods)</u></th> <th style="text-align: center;">Annual Vacation <u>Allowance</u></th> <th style="text-align: center;">Maximum Allowed <u>Unused</u></th> </tr> </thead> <tbody> <tr><td>1 to 26</td><td style="text-align: center;">80 hrs</td><td style="text-align: center;">80 hrs</td></tr> <tr><td>27 to 52</td><td style="text-align: center;">88 hrs</td><td style="text-align: center;">168 hrs</td></tr> <tr><td>53 to 78</td><td style="text-align: center;">96 hrs</td><td style="text-align: center;">184 hrs</td></tr> <tr><td>79 to 104</td><td style="text-align: center;">104 hrs</td><td style="text-align: center;">200 hrs</td></tr> <tr><td>105 to 156</td><td style="text-align: center;">120 hrs</td><td style="text-align: center;">232 hrs</td></tr> <tr><td>157 to 182</td><td style="text-align: center;">128 hrs</td><td style="text-align: center;">248 hrs</td></tr> <tr><td>183 to 208</td><td style="text-align: center;">136 hrs</td><td style="text-align: center;">264 hrs</td></tr> <tr><td>209 to 234</td><td style="text-align: center;">144 hrs</td><td style="text-align: center;">280 hrs</td></tr> <tr><td>235 to 494</td><td style="text-align: center;">160 hrs</td><td style="text-align: center;">320 hrs</td></tr> <tr><td>494 & over</td><td style="text-align: center;">168 hrs</td><td style="text-align: center;">336 hrs</td></tr> </tbody> </table>	Length of Service From Benefit Date <u>(Pay Periods)</u>	Annual Vacation <u>Allowance</u>	Maximum Allowed <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
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<p>Annual Leave Cash Out</p>	<p>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.</p>																																	

Sick Leave <i>(Article 18)</i>	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.