



# CHINO VALLEY FIRE DISTRICT PROFESSIONAL FIREFIGHTERS LOCAL 3522 BENEFITS SUMMARY

*July 2022*

RETIREMENT	
CalPERS Retirement for <b>Classic Members</b> hired <b>before</b> January 1, 2013	3% @ 55
Social Security Coverage	No
CalPERS Retirement for <b>New Members</b> hired <b>after</b> January 1, 2013 <b>Article 11, Section 1</b>	2.7% @ 57
'59 Survivors Benefit	Yes

BENEFITS	
Cafeteria Benefits (District Paid Health Allowance) <b>Article 11, Section 2</b>	The District shall provide up to \$1,515 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"> <li>• Anthem Select HMO</li> <li>• Anthem Traditional HMO</li> <li>• Blue Shield Access+</li> <li>• Blue Shield Trio (Orange County)</li> <li>• Health Net Salud y Mas</li> <li>• Health Net Smart Care</li> <li>• Kaiser (CA)</li> <li>• PERS Gold</li> <li>• PERS Platinum</li> <li>• PERSCare</li> <li>• PORAC</li> <li>• United Healthcare</li> <li>• Unite Healthcare Signature Harmony</li> </ul> <p><i>Premiums vary depending on plan and coverage levels.</i></p>
Life Insurance (District Paid) <b>Article 11, Section 8</b>	<p>Base Life Insurance \$250,000 Accidental Death/Dismemberment \$100,000</p>
Employee Assistance Plan (District Paid)	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.

## BENEFITS CONTINUED

<p>Employer Paid Deferred Compensation <i>Article 11, Section 9</i></p>	<p>The District will contribute to a 401(a)-tax deferred compensation retirement plan account established for each employee.</p>								
<p>Longevity Pay <i>Article 5</i></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>10<sup>th</sup> Anniversary Date</td> <td>2.5%</td> </tr> <tr> <td>15<sup>th</sup> Anniversary Date</td> <td>2.5%</td> </tr> <tr> <td>20<sup>th</sup> Anniversary Date</td> <td>2.5%</td> </tr> <tr> <td>25<sup>th</sup> Anniversary Date</td> <td>2.5%</td> </tr> </table>	10 <sup>th</sup> Anniversary Date	2.5%	15 <sup>th</sup> Anniversary Date	2.5%	20 <sup>th</sup> Anniversary Date	2.5%	25 <sup>th</sup> Anniversary Date	2.5%
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## OPTIONAL BENEFITS

<p>Tuition Reimbursement <i>Article 13</i></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 \$1,000 per course and is contingent upon Deputy Chief or Fire Chief approval.</p>
<p>Deferred Compensation Plans (Employee Paid)</p>	<p>The District offers Deferred Compensation through the provider Nationwide.</p>
<p>Education Pay <i>Article 6, Section 1</i></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>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>
<p>Specialty Pays</p>	<p>For information regarding specialty pays, please refer to <i>Article 6</i> and <i>Article 19</i> of the CVPF MOU.</p>

## LEAVE BENEFITS

<p><b>Annual Accumulation</b>  <i>Article 10, Section 1</i></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 us 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="1"> <thead> <tr> <th style="text-align: center;">Length of Service From Benefit Date (Pay Periods)</th> <th style="text-align: center;">Annual Accrual Rate</th> <th style="text-align: center;">Maximum Allowed Unused</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">&lt;13 to 104</td> <td style="text-align: center;">279 Hours</td> <td style="text-align: center;">558 Hours</td> </tr> <tr> <td style="text-align: center;">105 to 234</td> <td style="text-align: center;">335 Hours</td> <td style="text-align: center;">670 Hours</td> </tr> <tr> <td style="text-align: center;">235 to 364</td> <td style="text-align: center;">391 Hours</td> <td style="text-align: center;">782 Hours</td> </tr> <tr> <td style="text-align: center;">365+</td> <td style="text-align: center;">447 Hours</td> <td style="text-align: center;">894 Hours</td> </tr> </tbody> </table>	Length of Service From Benefit Date (Pay Periods)	Annual Accrual Rate	Maximum Allowed Unused	<13 to 104	279 Hours	558 Hours	105 to 234	335 Hours	670 Hours	235 to 364	391 Hours	782 Hours	365+	447 Hours	894 Hours
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<p><b>Annual Leave Cash Out</b></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. For additional information on Annual Leave and/or Sick Leave cash out, please see <i>Article 10</i> of the CVPF MOU.</p>															
<p><b>Sick Leave</b>  <i>Article 10, Section 2</i></p>	<p>Employees in regular positions shall accrue sick leave for each payroll period completed, prorated on the basis of 144 hours per year, or 5.54 hours per pay period.</p>															