Benefits 2026

CITY OF CHULA VISTA

Executives

Health and Welfare

The City provides Executive employees with an annual allotment of $22,940 ($955.83 twice monthly) to use toward the purchase of benefits available under the City's IRS Section 125 Cafeteria Benefits Plan (Flex Plan). From this allotment employees may choose coverage for themselves under one of the health plans offered by the City. With the remaining amount, employees may elect: medical insurance coverage for their dependents; dental and/or vision insurance coverage for themselves and their dependents; set aside funds in a flexible spending account (FSA) for reimbursement of eligible health care or dependent care expenses; and/or place a portion of up to $8,000 ($333.33 twice monthly) in a taxable cash option. The Flex Allotment and taxable cash option are prorated based on date of hire.

MEDICAL INSURANCE

The City currently offers a Kaiser Permanente HMO, Aetna Whole Health Southern CA HMO, Aetna Full Network HMO, and Aetna PPO plans to its active employees and their eligible dependents through its Flex Plan. Medical insurance coverage is effective on the first of the month following the date of hire. Eligible employees may waive City-sponsored medical insurance coverage. Flex Allotment of employees waiving coverage or those with Employee Only medical coverage is fixed at an annual amount of $15,162 ($631 twice monthly).

DENTAL INSURANCE

The City currently offers a Cigna Dental DHMO and Cigna Dental PPO insurance plan. Coverage is effective on the first of the month following an employee's date of hire.

VISION INSURANCE

The City currently offers the EyeMed PPO vision plan. Coverage is effective on the first of the month following an employee's date of hire.

FLEXIBLE SPENDING ACCOUNTS (FSAs)

The City offers both a Health Care and Dependent/Child Care FSA. FSAs may be funded by your Flex Plan allotment and/or payroll deductions. The maximum annual Health Care FSA contribution is $3,400. Dependent/Child Care FSAs are limited to $7,500 from all sources.

CASH PAYMENT OPTION

Flex Plan allotment up to $8,000 ($333.33 twice monthly) remaining after electing medical, dental, vision and/or FSA coverage may be allotted to a taxable Cash Payment Option.

LIFE INSURANCE

The City provides Executive employees with a $50,000 Group Term Life and Accidental Death and Dismemberment policy. In addition to the basic life insurance provided by the City, employees may purchase Optional coverage in multiples of $10,000, up to a maximum of $550,000 or four times their annual salary, whichever is less. Dependent spouse or domestic partner can elect up to the lesser of $100,000 or 50% of your coverage, in $10,000 increments. Coverage of $10,000 is available for dependent children up to age 26.

SHORT/LONG-TERM DISABILITY (STD/LTD) INSURANCE

The City provides eligible employees with Short Term and Long-Term Disability insurance. If you are disabled according to the policy's definition of disability, you may be eligible to receive a benefit based upon 60% of your basic earnings up to a maximum of $2,500 per week. Benefits would begin after an "Elimination Period" of 30 days for an accident or sickness and would be paid for as long as you continue to meet the policy's definition of disability. STD benefits are payable for up to nine weeks. After nine weeks, coverage transitions to LTD. LTD benefit is 60% of your monthly earnings to a maximum of $10,000 per month. LTD benefits duration is based on your age when the disability occurs up to your Social Security normal retirement age.

Retirement

The City contracts with CalPERS for the provisions of its retirement benefits as set forth in the California Government Code and California Public Employees' Pension Reform Act of 2013.

Retirement Tier	Retirement Formula	Employee Deduction	Minimum Age for Retirement
Tier 1 Retirement	Local Miscellaneous 3% @ 60	11.790%	50
Tier 2 Retirement	Local Miscellaneous 2% @ 60	9.610%	50
Tier 3 Retirement	Local Miscellaneous 2% @ 62	7.500%	52
Tier 1 Retirement	Local Safety 3% @ 50	15.000%	50
Tier 2 Retirement	Local Safety 3% @ 55	15.000%	50
Tier 3 Retirement	Local Safety 2.7% @ 57	14.250%	50

Tier 1 – Employees who became CalPERS members with the City of Chula Vista prior to 04/22/2011
Tier 2 - Employees who became members of CalPERS or a reciprocal agency between 04/22/2011through 12/31/2012
Tier 3 - New CalPERS members or reciprocal agency members on or after 01/01/2013

Employees may retire when they reach the minimum age for retirement and have at least five years of CalPERS service credit. Following is a summary of the CalPERS contract provisions:

- One Year Final Compensation (Tier 1)
- Three Year Final Compensation (Tier 2 & 3)
- 1959 Survivor Benefit - Level 4
- Post Retirement Survivor's Continuance
- Military Service Credit as Public Service
- Credit for Unused Sick Leave
- Retired Death Benefit $5,000
- Social Security Coverage-None

457 DEFERRED COMPENSATION

The City offers a 457 plan through Nationwide. Participation in the plan is voluntary and 100% employee funded.

POST EMPLOYMENT HEALTH PLAN (PEHP)

Employees may participate in a Post Employment Health Plan (PEHP), funded with mandatory eligible employee contributions, specifically any unused vacation balances due to the employee at the time of retirement will be rolled over into the PEHP. Employees not wishing to participate may sell back up to 100% of vacation (annual leave) balance the last full pay period of employment prior to retirement.

Vacations, Holidays and Leaves

VACATION

Executives earn 5 weeks (25 days accrued at 7.69 vacation hours on a biweekly basis) of annual leave per fiscal year. The maximum accrual is three times the annual accrual. Employees may sell back to the City up to 3 weeks of accrued vacation each per fiscal year via irrevocable election consistent with IRS regulations. Additional sell back may be allowed at the discretion of the City Manager.

MANAGEMENT LEAVE

Executives receive 96 hours per fiscal year. Hours are credited at the beginning of each fiscal year and must be used prior to June 30. Hours are pro-rated based on start date.

SICK LEAVE

Executives accrue 96 hours per year at a rate of 3.69 hours per pay period. If during a fiscal year in which the employee was employed as of July 1, they use 32 hours or less of sick leave, they may convert 25% of the remaining fiscal year's accrual to cash via irrevocable election consistent with IRS regulations.

HARD HOLIDAYS

The City is closed and employees receive compensation for the following holidays:

- New Year's Day - January 1
- Farmworkers Day - March 31
- Juneteenth – June 19
- Labor Day - First Monday in September
- Thanksgiving Day - Fourth Thursday in November
- Christmas - December 25
- Martin Luther King, Jr. Day - Third Monday in January
- Memorial Day - Last Monday in May
- Independence Day - July 4
- Veterans Day - November 11
- Day after Thanksgiving

FLOATING HOLIDAYS

Executives are credited with 24 hours each fiscal year for the following floating holidays:

- Lincoln's Birthday - February 12
- Admission Day - September 9
- Washington's Birthday - Third Monday in February

LEAVE BALANCE PAYOFF AT TERMINATION

All accrued floating holidays are paid in a lump sum payment upon termination. Retiring employees who do not wish to participate in the PEHP may cash out up to 100% of their vacation leave balance in the last full pay period of employment prior to retirement. Sick leave balances will not be paid upon termination. If the employee retires from the City within four months of separation from employment, he/she may convert eligible unused sick leave to additional CalPERS service credit at the rate of 0.004 year of service credit for each day of unused sick leave. There is no payoff for unused Management Leave.

Other Benefits

MILEAGE REIMBURSEMENT

Executives shall be entitled to mileage reimbursement when required to use their private automobile for authorized City business.

CELL PHONE ALLOWANCE

Executives may elect to receive a cell phone allowance of up to $100 per month.

SPECIAL ASSIGNMENT

Executives may receive up to 10% additional compensation when assigned by the City Manager to a special project.

Information contained herein is for informational purposes only. If there is conflicting information, the Unrepresented Compensation Summary for Executive Management will prevail.