Benefits

2026

Non-Safety IAFF (EMT/Paramedic)

Health and Welfare

The City provides an annual Flex Allotment of $19,664 ($819.33 twice monthly) for employees to use toward the purchase of benefits available under the City's IRS Section 125 Cafeteria Benefits Plan (Flex Plan). All Cafeteria Benefits are effective on the first of the month following the employee's date of hire. From this allotment employees may choose coverage for themselves under one of the medical insurance plans offered by the City. With the remaining allotment amount, employees may elect: medical insurance coverage for their dependents; dental and/or vision coverage for themselves and their dependents; or set aside funds in a flexible spending account (FSA) for reimbursement of eligible health care or dependent care expenses. The Flex Allotment is prorated based on date of hire and unused funds shall not be cashed out.

MEDICAL INSURANCE

The City currently offers a Kaiser Permanente HMO, Aetna Whole Health Southern CA HMO, Aetna Full Network HMO, and Aetna PPO plan to its active employees and their eligible dependents through its Flex Plan. Coverage is effective on the first of the month following the employee's date of hire. Eligible employees may waive City-sponsored medical coverage. Flex Allotment of employees waiving coverage and those with Employee Only medical coverage is fixed at $13,024 ($542.67 twice monthly).

DENTAL INSURANCE

The City currently offers the Cigna DHMO and Cigna DPPO Plans. Coverage is effective on the first of the month following the 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 the employee's date of hire.

FLEXIBLE SPENDING ACCOUNTS (FSAs)

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

LIFE INSURANCE

The City provides 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. Coverage is also available for dependents as long as employees purchase Optional coverage for themselves. An employee can elect coverage for their dependent spouse or domestic partner up to the lesser of $100,000 and 50% of the employee's coverage, in $10,000 increments. Coverage of $10,000 is available for dependent children up to age 26.

Retirement

BASIC 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. Employees pay 50% of normal cost based on retirement tier as determined by CalPERS.

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

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

- One Year Final Compensation (Tier 1 only)
- Employer Paid Member Contributions Reported as Earnings (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 and Compensatory Time Off (CTO) 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) and CTO balances the last full pay period of employment prior to retirement.

Vacation, Holidays and Leaves

VACATION

Employees accrue vacation hours on a biweekly basis at the following:

Years of Service	Biweekly Accrual (Kelly Schedule)	Annual Accrual (Kelly Schedule)	Biweekly Accrual (40-hour Schedule)	Annual Accrual (40-hour Schedule)
0 - 4	4.30	112 hours	3.07	80 hours
5 - 9	6.44	168 hours	4.60	120 hours
10 - 14	8.62	224 hours	6.14	160 hours
15+	11.08	288 hours	7.70	200 hours

During a new employee's initial training period, vacation will be prorated based on an 80-hour biweekly work schedule. At no time may an employee have more than two years of vacation leave accumulated (i.e. twice the number of hours accrued annually). Employees who have completed at least five years of City service shall have the option of selling 56 hours of accrued vacation leave back to the City one time each calendar year via irrevocable election consistent with IRS regulations.

HOLIDAYS

Employees Assigned to an Administrative Assignment (40-hour work week):
Hard Holidays for employees who work the traditional Monday through Friday work week will be celebrated on the day that City offices are closed.

- 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

Employees assigned to a 24-hour work shift schedule will receive one hundred thirty (130) hours holiday pay at straight time each fiscal year. Holiday pay consists of approximately 5.00 hours per pay period.

SICK LEAVE

Employees will accrue sick leave on a biweekly basis at the following:

Work Schedule	Biweekly Accrual	Annual Accrual
24-hour shift	5.15	133.90 hours
13.5-hour shift	4.36	113.30 hours
40-hour	3.68	96.00 hours

Employees have the option of converting 25% of their accumulated unused sick leave for the fiscal year to pay via irrevocable election consistent with IRS regulations. The paid sick leave hours will be subtracted from the employee's accumulated sick leave balance.

LEAVE BALANCE PAYOFF AT TERMINATION

All vacation and accrued floating holidays are paid in a lump sum payment upon termination (non-retirement). Employees not wishing to participate in the PEHP may sell back up to 100% of vacation (annual leave) and CTO balances 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.

Other Benefits

PARAMEDIC SCHOLARSHIP PROGRAM

The Fire Chief will determine annually if there is need to provide a Paramedic Scholarship Program and whether or not to assign any EMTs to participate. Selected eligible EMTs will be reimbursed for all tuition fees associated with attendance in paramedic school at Southwestern college or a school designated by the City over 24 months upon successful completion of paramedic school and field training at the department. For more information related to this program, please refer to MOU Article 2.14.

BILINGUAL PAY

Upon recommendation of the Fire Chief and Director of Human Resources/Risk Management and successful completion of a bilingual performance evaluation, an employee will receive $125 (Basic Proficiency) or $225 (Advanced Proficiency) per month in addition to their regular pay. Testing is completed in January and July.

PROFESSIONAL ENRICHMENT

Employees may use up to a maximum of $1,000 per fiscal year to pay for qualifying education, training, conferences per the City's Professional Enrichment Program. On April 1 of each year, employees may receive up to an additional $1,000 for qualifying expenses if funds are available.

FIELD TRAINING OFFER (FTO) PAY

Employees designated as a FTO for the purpose of training and certifying new Chula Vista Paramedic and EMT trainees or as assigned by the Fire Chief and when the trainees are assigned to an ambulance will receive 5% additional compensation to base pay.

SPECIAL PROJECT PAY

Employees may receive up to 15% above their base pay when assigned by the City Manager to a special project.

Information contained herein is for informational purposes only. If there is conflicting information, the Memorandum of Understanding (MOU) between the City of Chula Vista and Non-Safety IAFF and/or Civil Service Rules will prevail.