Benefits 2026

CITY OF CHULA VISTA

Western Council of Engineers (WCE)

Health and Welfare

The City provides an annual allotment of $20,540 ($855.83 twice monthly) for WCE employees to use toward the purchase of benefits available under the City's IRS Section 125 Cafeteria Benefits Plan (Flex Plan). From this allotment employees must choose medical insurance coverage for themselves under one of the plans offered by the City. If the employee has other eligible, employer-sponsored group medical coverage, the employee may elect to decline medical insurance from the City. With the remaining allotment amount, employees may elect dental and/or vision insurance coverage for themselves and their eligible 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 $4,000 ($166.67 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 offers a Kaiser Permanente HMO, Aetna Whole Health Southern CA HMO, Aetna Full Network HMO, and the Aetna PPO plans to its active employees and their eligible dependents. Medical insurance coverage is effective the first of the month following the employee's date of hire in that eligible position. The Flex Allotment for Employee Only medical coverage, employees waiving medical coverage, or employees who are covered by another Chula Vista City employee 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 effective the first of the month following the employee's date of hire in that eligible position.

VISION INSURANCE

The City currently offers the EyeMed PPO plan. Coverage is effective on effective the first of the month following the employee's date of hire in that eligible position.

FLEXIBLE SPENDING ACCOUNTS (FSAs)

The City offers both Health Care 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.

CASH PAYMENT OPTION

Flex Plan Allotment up to $4,000 ($166.67 twice monthly) remaining after electing medical, dental, vision and/or FSA coverage may be placed in a taxable cash option.

LIFE INSURANCE

The City provides eligible 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. 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.

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

The City provides employees with Short Term and Long-Term Disability insurance. If the employee is disabled according to the policy's definition of disability, the employee may be eligible to receive a benefit based upon 60% of the 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 the employee continues 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 the employee's monthly earnings to a maximum of $10,000 per month. LTD benefits duration is based on the employee's age when the disability occurs up to the Social Security normal retirement age. Employees do not pay into State Disability Insurance (SDI).

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.

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 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 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 and CTO balances the last full pay period of employment prior to retirement.

Vacation, Holidays and Leaves

VACATION

WCE employees will be credited vacation hours on a biweekly basis and shall accrue the following:

- 10 days (0 - 4 years of service)
- 15 days (5 - 9 years of service)
- 20 days (10 - 14 years of service)
- 25 days (15+ years of service)

The maximum accrual is three times the annual accrual. Employees who have completed at least five (5) years of service may sell back to the City up to 80 hours of accrued vacation in 20-hour increments per calendar year 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
Employees are credited with 24 hours each fiscal year for the following:

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

SICK LEAVE
WCE employees accrue 96 hours per year at a rate of 3.69 hours per pay period. If during a calendar year in which the employee was employed as of July 1, they used 32 hours or less of sick leave, they may convert 25% of the remaining calendar year's accrual to vacation hours.

VOLUNTARY WORK FURLOUGH
Employees may elect to purchase 40 hours of work furlough leave once every fiscal year. There will be a deduction of 1.92% from the employee's gross wages every pay period to pay for the furlough. Furlough hours will be available for employees to use throughout the fiscal year and must be exhausted by June 30 of each year. Any remaining balance by the end of the fiscal year will be forfeited.

LEAVE BALANCE PAYOFF AT TERMINATION
All vacation and accrued floating holidays are paid in a lump sum payment upon termination. 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 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

MILEAGE REIMBURSEMENT
WCE employees shall be entitled to mileage reimbursement when required to use their private automobile for authorized City business.

SPECIAL ASSIGNMENT
WCE employees may receive up to 15% additional compensation when assigned by the City Manager to a special project.

OUT OF CLASS ASSIGNMENT
WCE employees may receive 5% to 20% Out of Class pay in the event that they are assigned duties of a higher paid classification for a period of at least 5 consecutive work days or 40 consecutive working hours.

PROFESSIONAL LICENSE
The City shall pay the fees for the professional registration or license of Engineers, Civil Engineers, Structural Engineers, Traffic Engineers, Traffic Operation Engineers, Land Surveyors, Plan Check Engineers, Architect, Qualified SWPPP Developers (QSDs), and Qualified SWPPP Practitioners (QSPs). The City will pay one membership fee for WCE employees in any one professional organization as requested. The City will pay only one membership fee per year, per employee in addition to any department-wide memberships.

PROTECTIVE CLOTHING
Assistant Land Surveyor, Associate Land Surveyor, Senior Land Surveyor, and other eligible employees determined by their Appointing Authority or Human Resources that, because of their duties, shall receive reimbursement up to $150 for safety shoes.

BILINGUAL PAY
Upon recommendation of the Department Head, approval of the Director of Human Resources and successful completion of a bilingual performance evaluation, a WCE employee will receive $100 per month in addition to his/her regular pay on the condition that bilingual skills are continuously utilized in the performance of his/her duties.

PROFESSIONAL ENRICHMENT
WCE employees may use up to a maximum of $2,500 per fiscal year to pay for education, conferences, and training per the City's Professional Enrichment Program.

Information contained herein is for informational purposes only. If there is conflicting information, the Memorandum of Understanding between the City of Chula Vista and Western Council of Engineers (WCE) and/or Civil Service Rules will prevail.