Benefits 2026

CITY OF CHULA VISTA

POA Employees

Health and Welfare

MEDICAL INSURANCE

The City offers a Kaiser Permanante HMO, Aetna Whole Health Southern CA HMO, Aetna Full Network HMO, and the Aetna PPO plan to its active employees and their eligible dependents. The City pays the full premium for the Kaiser HMO Health Plan and the Aetna Whole Health Southern CA HMO Health Plan. Employees who enroll in the non-Kaiser Full HMO plan or the PPO plan are responsible for paying any amount greater than the cost of the Kaiser plan. Employees will pay any difference between the share of the medical and full premium through twice monthly pre-tax payroll deductions. Medical insurance coverage is effective on the employee's date of hire.

DENTAL INSURANCE

The City currently offers the Cigna DHMO and Cigna DPPO Plans. Employees choosing the Cigna DPPO preferred provider plan would be responsible for any additional amount over the Cigna DHMO plan. Coverage is effective on the employee's date of hire.

VISION INSURANCE

The City currently offers the EyeMed PPO vision plan. Employees are responsible for the full cost of the premium. Coverage is effective on date of hire.

FLEXIBLE SPENDING ACCOUNTS (FSAs)

The City offers both health care and dependent/Child Care FSAs. FSAs may be funded through payroll deductions. The maximum annual payroll deduction Health Care FSA 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. 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.

Retirement Tier	Retirement Formula	Employee Deduction	Minimum Age for Retirement
Tier 1 Retirement*	Local Safety 3% @ 50	11.000%*	50
Tier 2 Retirement	Local Safety 3% @ 55	11.000%	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 in the noted category prior to 04/22/2011*

**Tier 1 Employees also pay the full cost of CalPERS Employer Paid Member Contributions (EPMC). The FY25-26 contribution is 2.718%*

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 50 years of age with five years of CalPERS service credit. Following is a summary of the CalPERS contract provisions:

- One Year Final Compensation (Tier 1)
- 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 457 plans through Nationwide. Participation in the plan is voluntary and 100% employee funded.

RETIREMENT MEDICAL TRUST (RMT)

A retirement medical trust is a health benefit savings vehicle that will allow POA employees to accumulate funds to pay for qualified medical premiums and expenses on a tax-free basis. This trust was set up through the Peace Officers Research Association of California (PORAC). For POA employees hired prior to 07/01/2017, the City will contribute $100 per month to this Plan on a pre-tax basis. Employees hired on or after 07/01/2017 shall contribute $100 per month to the Plan.

Vacations, Holidays and Leaves

VACATION

POA 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 two times the annual accrual. Eligible employees may sell back up to 40 hours of accrued vacation once per calendar year via irrevocable election consistent with IRS regulations.

SICK LEAVE

POA employees accrue 96 hours per year at a rate of 3.69 hours per pay period. Eligible employees who use 32 hours or less of sick leave may convert 25% of the remaining year's accrual to cash via irrevocable election consistent with IRS.

HARD HOLIDAYS

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

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

FLOATING HOLIDAYS

Employees are credited with 50 hours each fiscal year for the following floating holidays:

- Lincoln's Birthday - February 12
- Farmworkers Day – March 31
- Veterans Day - November 11
- Washington's Birthday - Third Monday in February
- Admission Day - September 9

LEAVE BALANCE PAYOFF AT TERMINATION

Upon separation from City service, the City will transfer into the Retiree Medical Trust (RMT), an amount equal to 100% of the cash value of the employee's vacation and accrued floating holiday balance for which they would have received payment. The POA Association has the right to alter the percentage of leave balance contribution at separation from service. 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 every 8 hours of unused sick leave.

Other Benefits

MILEAGE REIMBURSEMENT

POA employees shall be subject to mileage reimbursement when required to use their private automobile for authorized City business.

UNIFORM ALLOWANCE AND EDUCATIONAL DIFFERENTIALS

POA employees shall be entitled to a uniform cleaning allowance of $300 per calendar year. They are also eligible for education incentives based upon their level of education as follows:

- $200 - AA/AS (if hired prior to 7/1/2017)
- $300 - BA/BS or Advanced/Supervisory POST (if hired prior to 7/1/2017)
- $350 - BA/BS and Advanced/Supervisory POST
- $400 - MA/MS or higher

OUT OF CLASS ASSIGNMENT

POA employees may receive 5% Out of Class pay in the event that they are assigned duties of a higher-level classification for period more than 10 consecutive days.

NEW HIRE LATERAL INCENTIVE PAY

New hires from another public law enforcement agency who meet certain criteria may be eligible to receive lateral incentive pay between $2,000 to $10,000. The maximum an eligible employee can receive cannot exceed a total of $10,000.

BILINGUAL PAY

Upon recommendation of the Department Head, approval of the Director of Human Resources and successful completion of a bilingual performance evaluation, a POA employee will receive $200 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.

FIELD TRAINING OFFICER PAY

Eligible employees who are designated Field Training Officers (FTOs) will receive $4 per hour.

CALLBACK AND STANDBY PAY

POA employees after leaving their worksite and are required to return to work before the scheduled start of their next shift will receive $50 Callback Pay. Employees shall receive $150 for each full biweekly period during which they are assigned standby duties or a prorated amount if the standby period is less than two (2) weeks.

LONGEVITY PAY

Employees who have served for fifteen (15) or more years of full-time service with the City of Chula Vista Police Department in a classification represented by the Chula Vista Police Officer's Association (CVPOA) shall receive longevity pay of 3% increase in base pay. Those who have served twenty (20) or more complete years of full-time service with the CVPOA shall receive longevity pay of 5% increase in their base pay. Only one Longevity Pay amount can be paid and they may not be combined with each other.

Information contained herein is for informational purposes only. If there is conflicting information, the employee's Memorandum of Understanding and/or Civil Service Rules will prevail.