

City of Chino Hills

Employee Benefits Summary

Effective: 1/1/23

	General Unit (CHCEA)	Supervisory Unit	Confidential & Professional	Division Managers	Executive Management	City Manager	City Council
Contract Term	9/1/21 - 8/31/24	9/1/21 - 8/31/24	Unrepresented	Unrepresented	Unrepresented	4/1/19 - 3/31/22	Elected
Salary Increases	3% Effective 9/1/23	3% Effective 9/1/23	3% Effective 9/1/23	3% Effective 9/1/23	3% Effective 9/1/23	3% Effective 9/1/23	NA
Work Schedule	9/80 Schedule plus other options available	9/80 Schedule plus other options available	9/80 Schedule plus other options available	9/80 Schedule plus other options available	9/80 Schedule plus other options available	9/80 Schedule plus other options available	NA
Deferred Comp (457) Plan	\$150 monthly match	\$150 monthly match	\$150 monthly match	\$150 monthly match	\$150 monthly match	\$150 monthly match	Voluntary
Vision Insurance	City paid for employee only	City paid for employee only	City paid for employee only	City paid for employee only	City paid for employee and dependents	City paid for employee and dependents	City paid for council member and dependents
Life Insurance	City paid \$50,000	City paid \$50,000	City paid \$50,000	City paid \$50,000	City paid \$100,000	City paid \$100,000	City paid \$100,000
Tier 1 Retirement Plan through SBCERA	Formula: 2% @ 55 City pays 8% of required contribution	Formula: 2% @ 55 City pays 8% of required contribution	Formula: 2% @ 55 City pays 8% of required contribution	Formula: 2% @ 55 City pays full required contribution	Formula: 2% @ 55 City pays full required contribution	Formula: 2% @ 55 City pays full required contribution	Elected Before 1/1/13 Formula: 2% @ 55; City pays full required contribution
Tier 2 Retirement Plan through SBCERA	Formula: 2.5% @ 67 Employee pays 9.12%	Formula: 2.5% @ 67 Employee pays 9.12%	Formula: 2.5% @ 67 Employee pays 9.12%	Formula: 2.5% @ 67 Employee pays 9.12%	Formula: 2.5% @ 67 Employee pays 9.12%	Formula: 2.5% @ 67 Employee pays 9.12%	Elected After 1/1/13 Formula: 2.5% @ 67 Employee pays 9.12%
Paid Holidays	12 per year	12 per year	12 per year	12 per year	12 per year	12 per year	NA
Sick Leave Accrual	3.69 per pay period	3.69 per pay period	3.69 per pay period	3.69 per pay period	3.69 per pay period	3.69 per pay period	NA
Vacation Leave Accrual (per pay-period)	1-4 years of service = 3.08 5-9 years of service = 4.62 10+ years of service = 6.15	1-4 years of service = 3.08 5-9 years of service = 4.62 10+ years of service = 6.15	1-4 years of service = 3.08 5-9 years of service = 4.62 10+ years of service = 6.15	1-4 years of service = 3.08 5-9 years of service = 4.62 10+ years of service = 6.15	1-4 years of service = 3.08 5-9 years of service = 4.62 10+ years of service = 6.15	1-4 years of service = 3.08 5-9 years of service = 4.62 10+ years of service = 6.15	6.15 NA
Admin Leave/Overtime	Overtime @ 1.5	40 Admin hours year	Non Exempt: overtime @ 1.5 Exempt: 40 admin hours year	*40 Admin hours year	°80 Admin hours year	96 Admin hours year	NA
Disability Insurance	City Paid	City Paid	City Paid	City Paid	City Paid	City Paid	NA
Tuition Reimbursement	\$2,500 per year	\$3,500 per year	\$3,500 per year	\$3,500 per year	\$3,500 per year	\$3,500 per year	NA
¹Bilingual Pay	\$40 per pay period	\$40 per pay period	\$40 per pay period	\$40 per pay period	\$40 per pay period	NA	NA
²Cell Phone	City Issued Cell Phone	City Issued Cell Phone	City Issued Cell Phone	City Issued Cell Phone	City Issued Cell Phone	City Issued Cell Phone	City Issued Cell Phone
Auto Allowance	Mileage Reimb. at IRS rate	Mileage Reimb. at IRS rate	Mileage Reimb. at IRS rate	Mileage Reimb. at IRS rate	\$500 per month	\$800 per month	\$500 per month

* Division Managers - Additional 16 hours accrued Pay Period 1 after 3 years in a Div Manager position

° Executive Management - Additional 16 hours accrued Pay Period 1 after 3 years in an Executive position

¹ Bilingual pay is contingent of passing bilingual exam and approval by the City Manager

² Cell phones issued to specific positions who's responsibilities require use of a mobile device

Important: - Leave cash out programs available for: sick leave, vacation leave, & administration leave

- City will close for business from Dec 25 - Jan 2. Employees will use their own time for non-holiday days.

- Voluntary Benefits include: Additional Life Insurance, AFLAC Accidental Insurance, AFLAC Critical Illness Insurance; Pet Insurance; 529 College Savings Plan; 401(a) Supplemental Retirement Plan; Flexible Spending Account