

# City of Chino Hills

## Employee Benefits Summary

Effective: 1/1/22

	General Unit (CHCEA)	Supervisory Unit	Professional & Confidential	Division Managers	Executive Management	City Manager	City Council
<b>Contract Term</b>	9/1/21 - 8/31/24	9/1/21 - 8/31/24	Unrepresented	Unrepresented	Unrepresented	4/1/19 - 3/31/22	Elected
<b>Salary Increases</b>	3% Effective 9/1/22	3% Effective 9/1/22	3% Effective 9/1/22	3% Effective 9/1/22	3% Effective 9/1/22	3% Effective 9/1/22	NA
<b>Work Schedule</b>	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
<b>Deferred Comp (457) Plan</b>	\$150 monthly match	\$150 monthly match	\$150 monthly match	\$150 monthly match	\$150 monthly match	\$150 monthly match	Voluntary
<b>Vision Insurance</b>	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
<b>Life Insurance</b>	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
<b>Tier 1 Retirement Plan through SBCERA</b>	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
<b>Tier 2 Retirement Plan through SBCERA</b>	Formula: 2.5% @ 67 Employee pays 9.10%	Formula: 2.5% @ 67 Employee pays 9.10%	Formula: 2.5% @ 67 Employee pays 9.10%	Formula: 2.5% @ 67 Employee pays 9.10%	Formula: 2.5% @ 67 Employee pays 9.10%	Formula: 2.5% @ 67 Employee pays 9.10%	Elected After 1/1/13 Formula: 2.5% @ 67 Employee pays 9.10%
<b>Paid Holidays</b>	12 per year	12 per year	12 per year	12 per year	12 per year	12 per year	NA
<b>Sick Leave Accrual</b>	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
<b>Vacation Leave Accrual (per pay-period)</b>	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
<b>Admin Leave/Overtime</b>	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
<b>Disability Insurance</b>	City Paid	City Paid	City Paid	City Paid	City Paid	City Paid	NA
<b>Tuition Reimbursement</b>	\$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
<b><sup>1</sup>Bilingual Pay</b>	\$40 per pay period	\$40 per pay period	\$40 per pay period	\$40 per pay period	\$40 per pay period	NA	NA
<b><sup>2</sup>Cell Phone</b>	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
<b>Auto Allowance</b>	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

<sup>1</sup> Bilingual pay is contingent of passing bilingual exam and approval by the City Manager

<sup>2</sup> 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 24 - Jan 3. 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