CITY OF OCEANSIDE
Oceanside City Employees Association

Benefit Summary
The following is a highlight of benefits:

Retirement

Public Employees' Retirement System (PERS)

- Employees hired after January 1, 2013 are subject to the State laws of PEPRA in regard to retirement benefits. Each individual's benefits may differ. Consult with Employee Benefits for further details
- Third Level 1959 Survivor Credit
- Survivor Continuation option

Additional Retirement Credit Purchase Options

- Buy additional Service Retirement Credit
- Service Credit for unused Sick Leave
- Buy additional Military Service Credit

Health Insurance

Medical/Vision: (60 Day Wait)

- Kaiser plan provided through Teamster Medical Trust. For more information please contact # 877-328-9894

Dental: (First of the Month following hire)

- Delta Preferred Option (DPO)
- Delta Care USA (DHMO)

City contributions are capped at the 2013 rates.

Pre-Tax Benefits

Health benefits are offered on a pre-tax basis and employees cannot add or delete coverage or benefits unless a qualifying event has occurred.

Employee Assistance Program (EAP)

The CIGNA EAP is paid for by the City.

- Available to all members of your household
- 6 free confidential counseling visits per incident
- Self-service support online or by phone

Disability and Life Insurances

The STD/LTD/LIFE and AD&D ING premiums are paid for by City.

Short-Term Disability (STD) Insurance:

- First 90 days - benefits paid at 55% of weekly salary to a maximum weekly benefit of $700 for non-work related disability only
- Seven day waiting period unless hospitalized
- All sick leave must be exhausted before STD is used

Long-Term Disability Insurance:

- After 90 days - benefits paid at 66.7% of monthly salary to a maximum monthly benefit of $6,000 for any disability

Life and AD&D Insurance:

- 1 times annual base salary; minimum of $30,000 and maximum of $200,000 of Basic Life & AD&D

Voluntary Benefits

Benefits are employee paid.

Supplemental Life Insurance through ING:

- Premiums are determined by age
- Purchased up to a maximum $500,000 for employees
- Spousal coverage up to the employee amount
- Dependent coverage up to $10,000

Cancer, Heart Attack/Stroke, Accident Insurance through Allstate:

- Contact EBS for further information

Flexible Spending Accounts through EBS:

- Utilizes a debit card as a form of payment
- *Health Care Spending Account* – maximum annual deferral is $2,500
- *Dependent Care Spending Account* – maximum annual deferral is $5,000
- *Transportation and Parking Plan* – maximum per month is $245 Transportation, $245 Parking

Deferred Compensation - 457 and Roth IRA through ICMA:

- 457 - Maximum annual pre/post-taxed amount is $17,500 for 2014; over age 50 may contribute an additional $5,500
- Roth IRA – Maximum post-taxed amount is $5,500; over age 50 may contribute an additional $1,000

Tuition Reimbursement

- Up to $2,000 per fiscal year

(Revised 1/1/2014)

Leave Benefits

Vacation:

1 - 5 years:	10 days
6 - 14 years:	Increase 1 day/year to 15 days
15 - 19 years:	20 days
20 + years:	25 days

Maximum accrual:

- 360 hours for those hired before 7/1/95
- 300 hours for those hired 7/1/95 or after

Holidays:

- New Years' Day
- Martin Luther King Jr Day
- Memorial Day
- Independence Day
- Labor Day
- Veterans' Day
- Thanksgiving Day
- Friday after Thanksgiving Day
- Christmas Day
- 48 hours Floating Holidays per fiscal year

Sick Leave:

Accrual:	12 days per year
Max accrual:	Unlimited

Annual Sick Leave Pay Off:
Each *calendar year* an employee may elect to receive a 50% payment in lieu of sick leave provided such employee has used 32 hours or less of sick leave during the calendar year.

Sick Leave pay off at separation:

- Sick leave paid out depends on years of service and whether an employee retires or terminates

Bereavement Leave:

- Three days for death of employee's immediate family member
- Two additional days may be charged to sick leave upon approval

Certification Pay
The City will provide certification pay up to $0.87 per hour for employees utilizing designated certifications in the performance of their duties.

Bilingual and Notary Pay

- $0.58 per hour for eligible employees

Uniforms
The City will provide uniforms for any employee required by the City to wear such uniform in the course of their regular job duties.

Safety Shoes
The City will provide reimbursement up to $150 towards the purchase price of safety shoes to employees who are required to wear such shoes on the job.

Term of Compensation Plan
Effective September 4, 2013 – June 30, 2015

This is a summary of available benefits. It is not intended to provide full details of all programs. The appropriate Memorandum of Understanding, Compensation Plan and/or Benefit Plan Documents will govern any discrepancies and provide program specifics.