

# CITY OF OCEANSIDE

## Oceanside City Employees' Association – Part Time

### *Benefit Summary*

*The following is a highlight of benefits:*



#### **Retirement**

Public Employees' Retirement System (PERS)

- 2% @ 60 formula calculated on three highest years' salary.
- 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**

The City contributes up to \$310 per month towards:

##### *Medical:*

- Kaiser HMO
- Anthem Blue Cross HMO
- Anthem Blue Cross PPO

##### *Dental:*

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

##### *Vision:*

- Vision Service Plan (VSP)

The unused portion of the City contribution has no cash value.

#### **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 Insurance**

The STD Principal Financial Group premium is 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

#### **Voluntary Benefits**

Benefits are employee paid.

##### *Flexible Spending Accounts through EBS:*

- Utilizes a debit card as a form of payment
- *Health Care Spending Account* – maximum annual deferral is \$4,000
- *Dependent Care Spending Account* – maximum annual deferral is \$5,000
- *Transportation and Parking Plan* - maximum per month is \$230

##### *Deferred Compensation - 457 and Roth IRA through ICMA:*

- 457 - Maximum annual pre-tax amount is \$17,000 for 2012; over age 50 may contribute an additional \$5,500
- Roth IRA – Maximum post-tax amount is \$5,000; over age 50 may contribute an additional \$1,000

#### **Leave Benefits**

##### *Vacation:*

- |              |                                     |
|--------------|-------------------------------------|
| 1–5 years:   | 1 hour for every 26 hours worked    |
| 6 years:     | 1 hour for every 23.63 hours worked |
| 7 years:     | 1 hour for every 21.66 hours worked |
| 8 years:     | 1 hour for every 20 hours worked    |
| 9 years:     | 1 hour for every 18.57 hours worked |
| 10-14 years: | 1 hour for every 17.33 hours worked |
| 15-19 years: | 1 hour for every 13 hours worked    |
| 20 + years:  | 1 hour for every 10.40 hours worked |

##### *Maximum accrual:*

- 240 hours for those hired 7/1/95 or after

##### *Holidays:*

- 40 floating holiday hours per fiscal year

##### *Bereavement Leave:*

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

## **Term of Compensation Plan**

Effective July 1, 2011– June 30, 2013

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.

