CITY OF OCEANSIDE
Oceanside Fire Management Association

Benefit Summary
The following is a highlight of

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:

- Kaiser HMO
- United Health Care HMO
- United Health Care PPO

Dental:

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

Vision:

- Vision Service Plan (VSP)

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

Life and Disability Insurances

The LIFE and AD&D/STD/LTD ING premiums are paid for by City. If CAPF is elected for LTD, it will replace the City paid benefits for STD & LTD.

Life and AD&D Insurance:

- $80,000 for Basic Life & AD&D

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

Long-Term Disability Insurance through the California Association of Professional Firefighters:

- See association for plan benefits

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

(Revised 1/1/2014)

Leave Benefits

Vacation:

40-hour employees

1-5 years:	10 days
6-19 years: Increases one day per year	24 days
20 + years:	25 days

Maximum accrual

360 hours for employees hired prior to 7/1/1995
240 hours for employees hired after 7/1/1995

56-hour employees

1-5 years:	112 hours
6-19 years: Increases 11 hours per year	268 hours
20 + years:	279 hours

Maximum accrual

504 hours for employees hired prior to 7/1/1995
336 hours for employees hired after 7/1/1995

Holidays:

40-hour employees

- Credited with 60 hours of holiday on January 1 & July 1
- Unused holiday hours will be paid off by the 2nd pay period in January & July

56-hour employees

- Credited with 168 hours of holiday on January 1
- Unused holiday hours through December 31 will be paid off by the 2nd pay period in January

Sick Leave:

40-hour employees

- Accrual: 12 days per year

56-hour employees

- Shall accrue one hour of sick leave for each 20.30 hours spent in pay status

Max accrual: Unlimited

Annual Sick Leave Pay Off

Annual pay off: Up to 50% based on annual usage

Sick Leave Pay Off at Separation

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

Executive Leave:

- Exempt employees shall receive 50 hours per fiscal year

Bereavement Leave:

- *40-hour employees* - three days for death of employee's immediate family member
- *56-hour employees* - two shifts paid leave for death of employee's immediate family member

Tuition Reimbursement

- Up to $2,000 per fiscal year

Bilingual Pay

- 40-hour employees - $0.58 per hour for eligible employees
- 56-hour employees - $0.41 per hour for eligible employees

Division Fire Chief Pay

- Fire Battalion Chief assigned as Division Fire Chief will receive 12.5% above the current rate per month while serving in the assignment

Uniforms

- Eligible employees will receive annual uniform allowance of $700

Safety Shoes

The City will provide reimbursement up to $120 towards the purchase price of safety shoes to employees who are required to wear such shoes on the job.

Term of Compensation Plan

Effective August 1, 2012 – June 30, 2014

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.