CITY OF OCEANSIDE
Oceanside Police Officers' Association – Non-Sworn

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

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

Vision:
- Vision Service Plan (VSP)

Cost Share:
- Single employee pays 0% of an HMO, Delta DPO, & VSP
- 2-Party employee pays 15% of an HMO, Delta DPO, & VSP
- Family employee pays 25% of an HMO, Delta DPO, & VSP

Employee will pay difference between Anthem Blue Cross HMO & Anthem Blue Cross PPO plus percent amounts of base insurances. If premium is less than base line employee will pay the lesser amount.

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:
- $30,000 life insurance and $30,000 AD&D coverage

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 $125 Transportation, $240 Parking

(Revised 1/1/2013)

Deferred Compensation - 457 and Roth IRA through ICMA:

- 457 - Maximum annual pre/post-taxed amount is $17,500 for 2013; 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

Leave Benefits

Vacation:

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

Maximum accrual:

- 360 hours for those hired before 7/1/94
- 200 hours for those hired 7/1/94 or after

Holidays:

- Any statewide election day
- New Years' Day
- Martin Luther King Jr. Day
- Lincoln's Birthday
- Washington's Birthday
- Memorial Day
- Independence Day
- Labor Day
- CA Admission Day
- Columbus Day
- Veterans' Day
- Thanksgiving Day
- Friday after Thanksgiving Day
- Christmas Day

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 25% 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

Tuition Reimbursement

- Equivalent of a full-time undergraduate tuition at San Diego State University
- Amount updated September of each year after San Diego State University sets its costs

Computer Assistance

- An interest free loan of up to $3,000 for the purchase of approved hardware and software for home use
- Maximum repayment period of 30 months

Bilingual

- $100 per month for eligible employees

Uniforms

- Community Services Officers, Field Evidence Technicians and Trainees, Crime Prevention Specialists, Investigative Assistants, Senior Field Evidence Technicians receive $575 annually
- Communication Supervisors, Dispatchers and Evidence and Property Technicians receive $450 annually

Callback Pay
Employees are eligible to receive recall pay when they are called back to work at a minimum of 2 hours OT or CTO.

Training Pay
Four hours of extra pay will be given for each 40 hours a Dispatcher or Community Service Officer is assigned as a Trainer.

Shift Differential Pay

- 5% for employees assigned to eligible schedules

Term of Compensation Plan
Effective August 17, 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.

(Revised 1/1/2013)