

CITY OF OCEANSIDE

Oceanside Police Officers' Association Sworn

Benefit Summary

The following is a highlight of benefits:

Retirement

Public Employees' Retirement System (PERS)

- 3% @ 50 Formula calculated on single highest year's salary
- Employer Paid Member Contribution included as Special Compensation
- 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 the 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

Life and Disability Insurances

The LIFE and AD&D Principal Financial Group premiums are paid for by City.

Life and AD&D Insurance:

- \$50,000 life insurance & \$50,000 AD&D coverage

Long-Term Disability Insurance through California Law Enforcement Association:

- See association for plan benefits

Voluntary Benefits

Benefits are employee paid.

Supplemental Life Insurance through Principal:

- Premiums are determined by age
- Purchased up to a maximum \$300,000 for employees
- Spousal coverage up to half 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 \$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-taxed amount is \$17,000 for 2012; over age 50 may contribute an additional \$5,500
- Roth IRA – Maximum post-taxed amount is \$5,000; over age 50 may contribute an additional \$1,000

Leave Benefits

Vacation:

- 1 - 5 years: 10 days
- 6 - 15 years: Increase 1 day/year to 20 days
- 16 - 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:

- Credited with 56 hours on January 1 & July 1 for a total of 112 hours annually
- A maximum of 56 hours of unused holiday credit will be paid out by the 2nd pay period in January or July

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

Bilingual Pay

- \$100 per month for eligible employees

Call Back Pay

Employees are eligible to receive callback pay when they are called back to work. The employee will receive time and one-half for the time actually worked or a minimum of 2 hours at straight time, whichever is greater.

Uniforms

The City will provide annual uniform allowance in the amount of \$700.

Special Compensation

An additional 4 to 6 hours of compensation will be paid at the regular rate for each week on Motorcycle, Canine and/or Field Training Officer assignment.

Shift Differential Pay

- 3% for employees assigned to eligible schedules

P.O.S.T. Pay

- Intermediate POST - \$100 per month
- Advanced POST - \$250 per month
- Police Sergeants with Supervisory Certificate - \$300 per month

Service Pay

All employees with 12 years of continuous sworn service will receive a \$3,000 payment by the first full paycheck in December of each year.

Court Pay

A minimum 3 hours pay at time and one-half will be paid if not on duty.

Term of Compensation Plan

Effective December 1, 2010 – December 31, 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.

