

CITY OF OCEANSIDE

Unrepresented Middle Management (Non-Safety)

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

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)

Effective January 1, 2012, the unrepresented cost share is capped at the 2011 unrepresented confidential/technical City rates. All unrepresented employees will pay the difference between the total cost of 2012 rates and the City capped 2011 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 Principal Financial Group 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

Executive Life and AD&D Insurance:

- 1 ½ times annual base salary; maximum of \$200,000 for both Executive Life and AD&D

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-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 for those hired before 12/14/01:

- 1 - 10 years: 15 days
- 11 - 19 years: Increase 1 day/year to 20 days
- 20 + years: 25 days

Vacation for those hired after 12/14/01:

- 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 7/1/95
- 240 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
- 50 hours of Executive leave per fiscal year

Sick Leave:

<i>Accrual:</i>	12 days per year
<i>Max accrual:</i>	Unlimited
<i>Annual pay off:</i>	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

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

Shift Differential Pay

- If five hours of an employee's regularly scheduled work hours are between 6 PM and 6 AM, the employee shall receive an additional 5% for all hours actually worked

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 June 1, 2011

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.

