CITY OF OCEANSIDE
Unrepresented – Part Time

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
The City contributes up to $310 per month towards:

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)

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 Insurances
The STD 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

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 $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

Leave Benefits

Vacation: (Approximate amounts)

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

(Revised 1/1/2014)

Maximum accrual:

- 200 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 and if available

Term of Compensation Plan

Effective August 21, 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.