# CITY OF OCEANSIDE
# Western Council of Engineers

## *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
- United Health Care HMO
- United Health Care PPO

*Dental:*

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

*Vision:*

- Vision Service Plan (VSP)

The city will contribute to a portion of premiums.

**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:*

- 1 times annual base salary; minimum of $30,000 and maximum of $200,000 of Basic Life & AD&D

**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 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:*

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
- 300 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

*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 50% 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**

- Up to $2,000 per fiscal year

**Certification Pay**
Provides certification pay of $300 a month for employees utilizing designated Certifications in the performance of their duties.

**Professional Association Membership:**
The City will pay for one professional association membership per employee if it provides a benefit to the member and the City.

**Professional License or Registration**
Upon obtaining a AICP or PTP certification, the City will reimburse employees for the cost of the certification or renewal of the certification.

**Bilingual and Notary Pay**

- $0.58 per hour for eligible employees

**Term of Compensation Plan**
Effective July 1, 2013 – June 30, 2015

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.