CITY OF OCEANSIDE
Oceanside City Employees Association – Part Time

Benefit Summary
The following is a highlight of benefits:

Retirement
Public Employees' Retirement System (CalPERS)
- 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 prior to membership
- Service Credit for unused Sick Leave
- Buy additional Military Service Credit

Health Insurance
Effective 1/1/15: The City contributes up to $322.50 per month towards:

Medical/Vision: (90 Day Wait)
- Kaiser Plan provided through Teamster Medical Trust. For more information please contact # 877-214-8928

Dental: (First of Month Following Hire)
- Delta Preferred Option (DPO)
- Delta Care USA (DHMO)

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 Insurance
The STD Voya premium is 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 $130 Transportation, $250 Parking

Deferred Compensation - 457 and Roth IRA through ICMARC:
- 457 - Maximum annual pre/post-taxed amount is $18,000 for 2015; over age 50 may contribute an additional $6,000
- Roth IRA – Maximum post-taxed amount is $5,500; over age 50 may contribute an additional $1,000

Leave Benefits

Vacation:

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

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 (if sick leave is available)

(Revised 8/5/2015)

Sick Leave Accrual

May accrue 1 hour paid sick leave for every 30 hours worked up to 24 hours per year. Newly hired employees cannot use these hours in the first 90 days of employment. Maximum accrual of 48 hours after two years.

Term of Compensation Plan

Effective August 5, 2015 – June 30, 2017

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.