

CITY OF OCEANSIDE Oceanside Police Officers Association Sworn

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 Credit prior to membership
- 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)

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 Voya insurance premiums are paid for by the City.

Life and AD&D Insurance:

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

Long-Term Disability Insurance through California Law Enforcement Association:

- Contact Oceanside Police Officers Association

Voluntary Benefits

Benefits are employee paid.

Supplemental Life Insurance through Voya:

- Premiums are determined by age
- Purchased up to a maximum \$500,000 for employees
- Spousal coverage up to the employee amount
- Dependent coverage up to \$10,000

Cancer, Heart Attack/Stroke, Accident Insurance through Allstate:

- Contact Employee Benefit Specialists (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 \$2,550
- *Dependent Care Spending Account* – maximum annual deferral is \$5,000
- *Transportation and Parking Plan* - maximum per month is \$250 Transportation, \$250 Parking

Deferred Compensation - 457 and Roth IRA through ICMA-RC:

- 457 - Maximum annual pre/post-taxed amount is \$18,000 for 2017; 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: 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
- 300 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 and 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

- Up to \$2,000 per fiscal year

Bilingual Pay

- \$1.73 per hour 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 3 hours at overtime, whichever is greater.

All pay will be paid at an hourly rate equivalent to the below monthly amounts:

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. An additional 5 hours of overtime compensation will be paid each month while assigned to the SWAT team.

Shift Differential Pay

- 3% for employees assigned to eligible schedules

P.O.S.T. Pay

Police Officers: effective July 1, 2017

- Intermediate POST - \$1.80 per hour
- Advanced POST - \$2.68 per hour

Police Sergeants: effective July 1, 2017

- Intermediate POST - \$2.70 per hour
- Advanced POST - \$3.50 per hour
- Supervisory Certificate - \$3.70 per hour

Service Pay

All employees with 12 years of continuous sworn service with the City of Oceanside Police Department 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 January 1, 2017 – December 31, 2018

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.

